

Career Planning Toolkit: Functional View and Next Steps

May 9, 2017

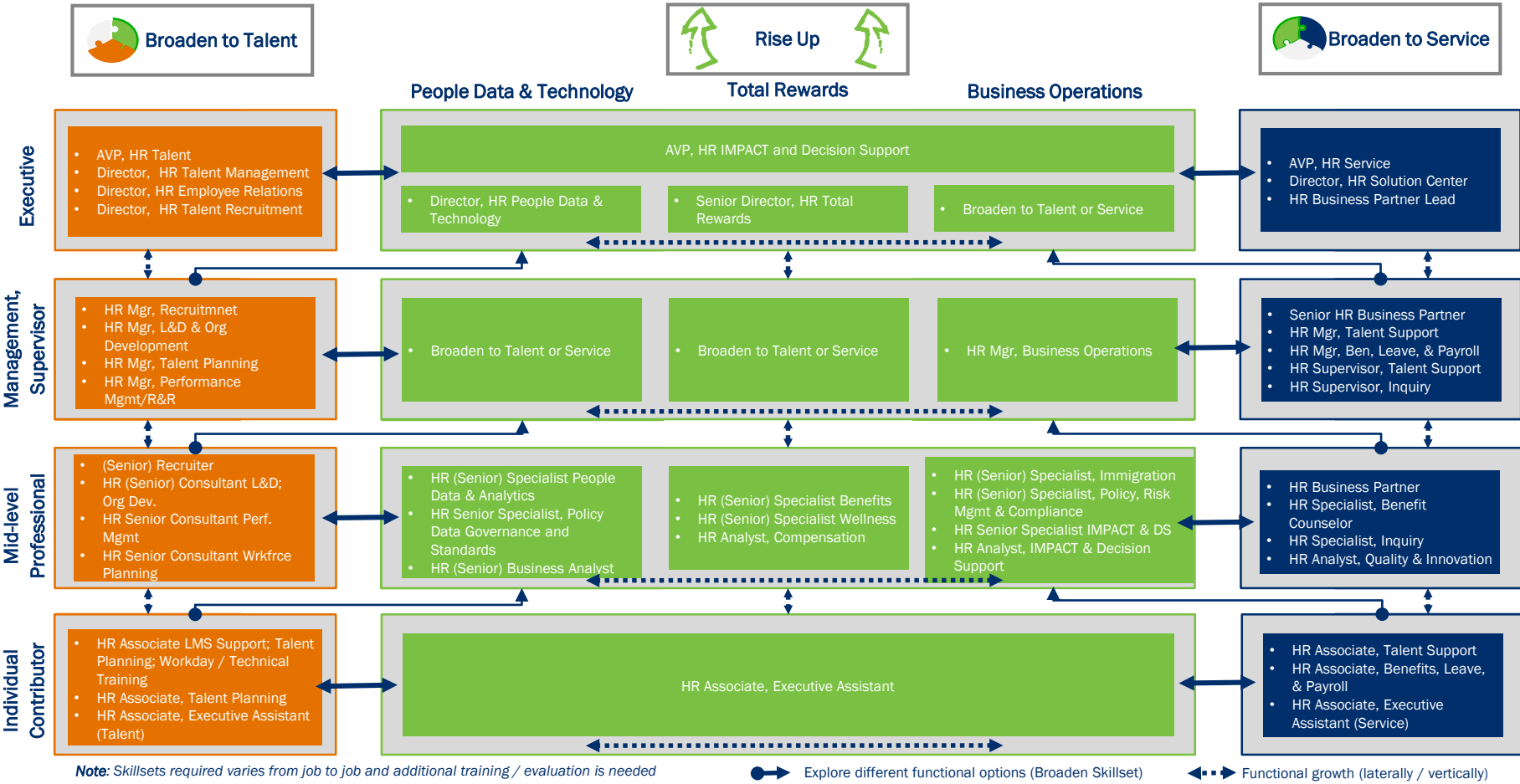


FUNCTIONAL VIEW

What are my opportunities (lateral and progressive) within and outside of my current function?

Flexibility and Mobility For Your Career Path

IMPACT and Decision Support Community of Expertise



Comprehensive options in the future-state model

Full Position Listing

IMPACT and Decision Support Community of Expertise

Comprehensive options in the future-state model



IMPACT - Executive

- Assistant Vice President, HR IMPACT & Decision Support
- Director, HR People Data and Technology
- Senior Director, HR Total Rewards

IMPACT - Mid-level Professional

- HR Senior Specialist, Policy, Risk Management and Compliance
- HR Senior Specialist, People Data and Analytics
- HR Senior Specialist, People Data Governance & Standards
- HR Senior Business Analyst
- HR Senior Specialist, Immigration Services
- HR Senior Specialist, Benefits (4)
- HR Senior Specialist, Wellness
- HR Senior Analyst, Compensation
- HR Senior Specialist, Academic/Admin Compensation

IMPACT – Individual Contributor

HR Associate, Executive Assistant

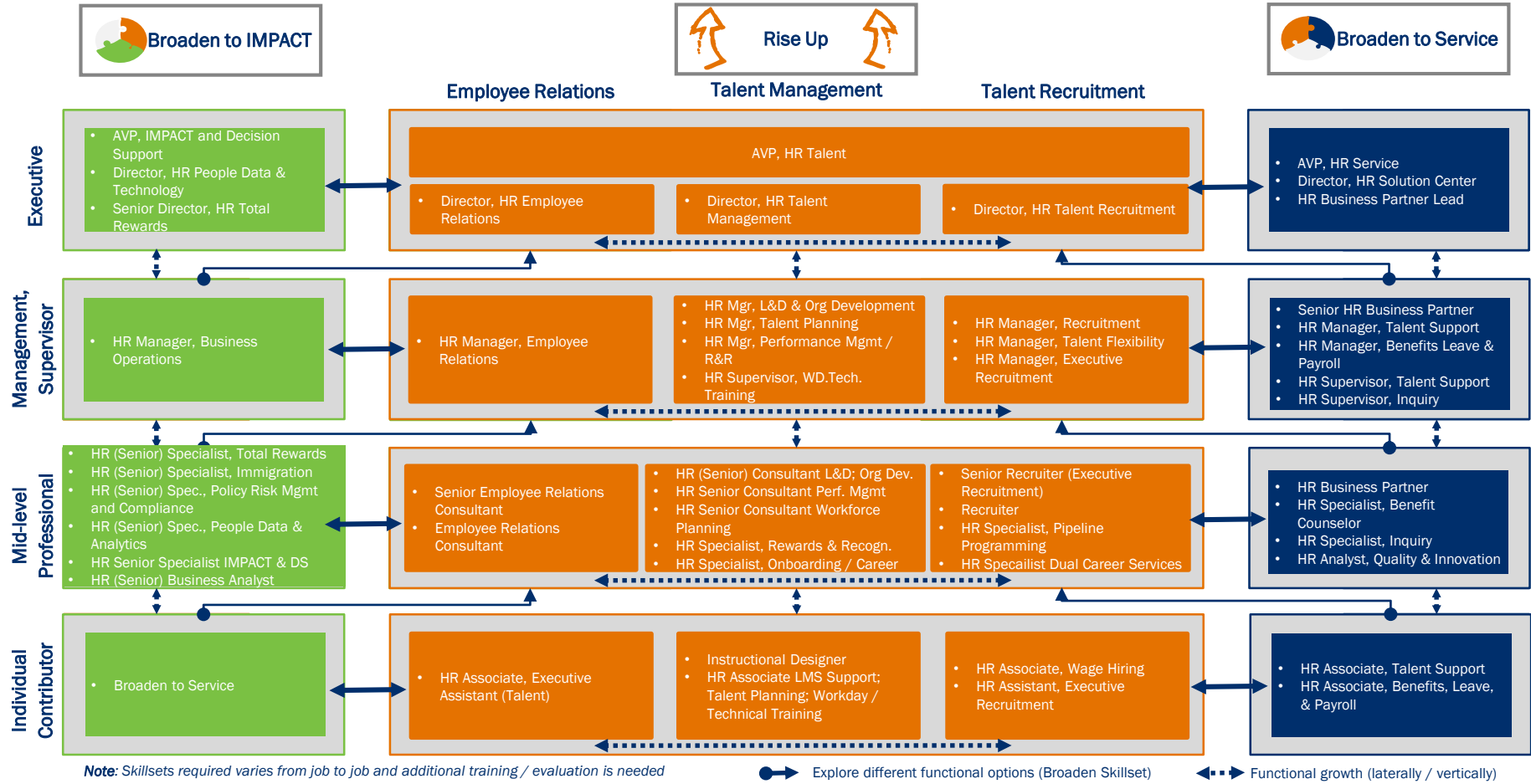
IMPACT – Management

HR Manager, Business Operations

- HR Specialist, Policy, Risk Management and Compliance
- HR Specialist, People Data and Analytics
- HR Senior Specialist, IMPACT and Decision Support
- HR Specialist, Immigration Services
- HR Specialist, Benefits
- HR Specialist, Wellness (2)
- HR Business Analyst (2)
- HR Analyst, IMPACT and Decision Support (2)
- HR Analyst, Compensation (2)

Flexibility and Mobility For Your Career Path

Talent Community of Expertise



Comprehensive options in the future-state model

Full Position Listing

Talent Community of Expertise

Comprehensive options in the future-state model



Visit the [Ufirst website](https://ufirst.virginia.edu) for more information on the future-state organization

Complete Career Planning Resource:
ufirst.virginia.edu/career-planning-toolkit

Talent - Executive

- Assistant Vice President, HR Talent
- Director, HR Talent Recruitment
- Director, HR Talent Management
- Director, HR Employee Relations

Talent – Individual Contributor

- HR Associate, Faculty Wage Hiring (2)
- HR Associate, LMS Support
- HR Associate, Talent Planning
- HR Associate, Workday / Technical Training
- HR Associate, Executive Assistant (Talent)

Talent- Mid-level Professional

- HR Senior Consultant, L&D (3)
- HR Senior Consultant, Org Development (2)
- HR Senior Consultant, Performance Management (2)
- HR Senior Consultant, Workforce Planning (2)
- Senior Recruiter, Executive Recruitment (1)
- Senior Employee Relations Consultant (5)
- Senior Recruiter (5)
- HR Consultant, L&D (3)
- HR Consultant, Org Development (2)
- HR Specialist, Dual Career Services

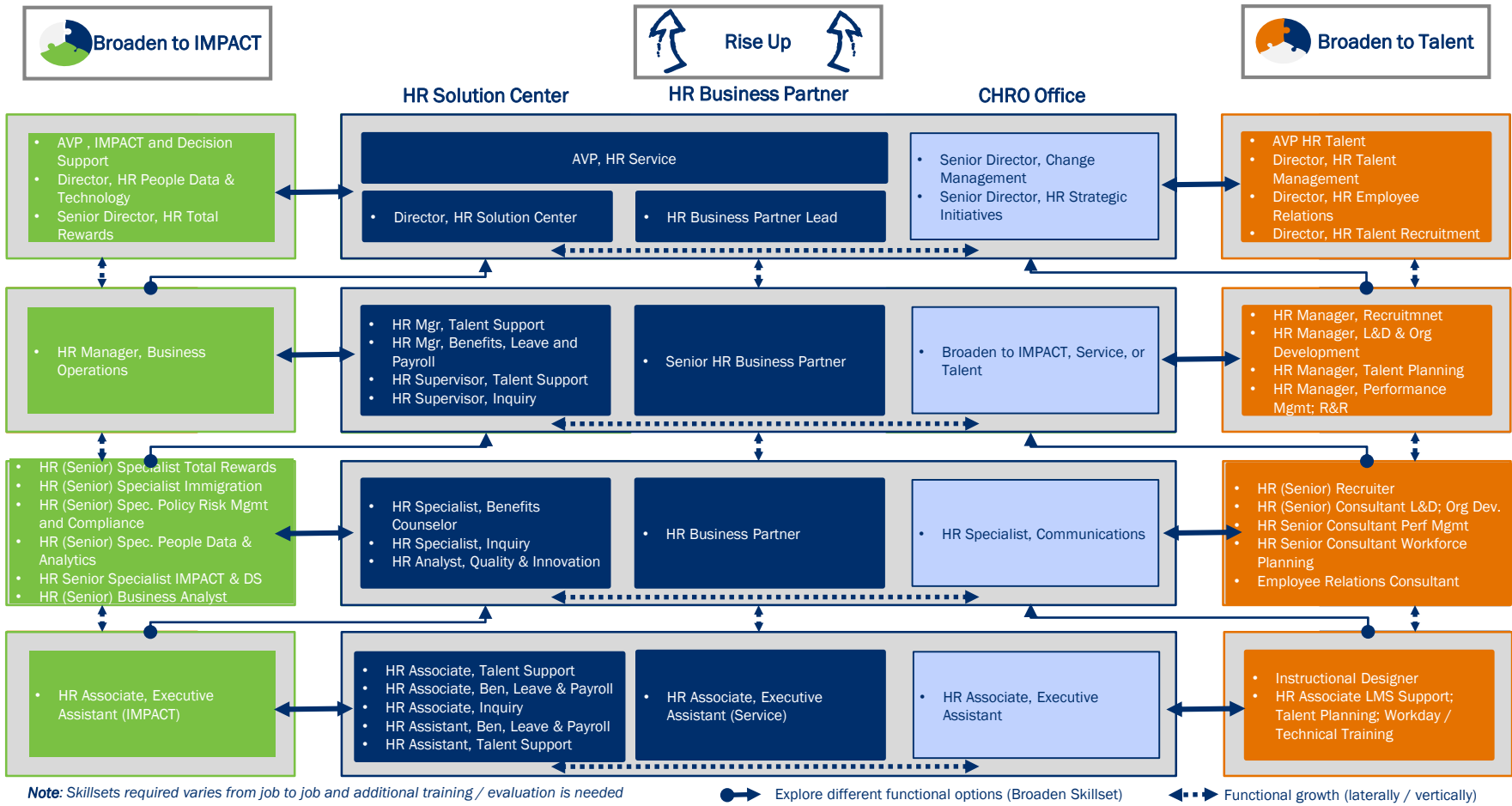
Talent – Management / Supervisor

- HR Manager, Recruitment (3)
- HR Manager, Talent Flexibility
- HR Manager, Executive Recruitment
- HR Manager, HR Talent Planning
- HR Manager, L&D and Org Development
- HR Manager, Performance Management, Rewards & Recognition
- HR Manager, Employee Relations (2)
- Supervisor, HR Workday / Technical Training

- HR Specialist, Pipeline Programming
- Recruiter (19)
- Instructional Designer (2)
- HR Specialist, Workday / Technical Training (2)
- HR Specialist, Rewards and Recognition (3)
- HR Specialist, Onboarding / Career Services (4)
- Employee Relations Consultant (9)

Flexibility and Mobility For Your Career Path

Service Community of Expertise & CHRO Office



Comprehensive options in the future-state model

Full Position Listing

Service Community of Expertise & CHRO Office

Comprehensive options in the future-state model



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Service – Executive

- Assistant Vice President, HR Service
- Director, HR Solution Center

Service – Management / Supervisor

- HR Supervisor, Inquiry
- HR Supervisor, Talent Support (2)
- HR Manager, Talent Support
- HR Manager, Benefits, Leave and Payroll
- HR Business Partner Lead (3)
- Senior HR Business Partner (14)

Service – Mid-level Professional

- HR Specialist, Inquiry (6)
- HR Specialist, Benefits (Counselors) (5)
- HR Business Partner (10)
- HR Analyst, Quality & Innovation

Service – Individual Contributor

- HR Associate, Executive Assistant (Service)
- HR Associate, Inquiry (2)
- HR Associate, Talent Support (10)
- HR Associate, Benefits, Leave and Payroll (3)
- HR Assistant, Talent Support (8)
- HR Assistant, Benefits, Leave and Payroll

CHRO Office – Executive

- Senior Director, Change Management
- Senior Director, HR Strategic Initiatives

CHRO Office – Mid-level Professional

- HR Specialist, Communications (3)

CHRO Office – Individual Contributor

- HR Associate, Executive Assistant (2)

ADDITIONAL RESOURCES



Transition Support Resources

- 1:1 Talent Selection Coaching Sessions
- Complete the Self-Discovery Tool
- Take the HR Competency Self-Assessment
- Visit the Faculty Employee Assistance Program (FEAP) website
- Check out the Ufirst Website: HR Professional Development & Education
- **May 30** Professional Development Event
 - Interview Tips
 - Interview Practice
 - Application Tool Review
 - Information on 1:1 Coaching Sessions