

Scientific Affairs (Extract)

	Level 1	Level 2
Organisation Awareness	Develops an understanding of the company's structure, values and strategic direction, and the company's position in relation to the regional government and industry. Develops the capacity to relate scientific analysis, evaluation, advice and assistance to the needs of the company and customers.	Has a working knowledge of the company's structure, values and strategic direction, and the company's position in relation to regional and global governments and industries. Relates issues to the appropriate organisation context. Identifies issues of concern to the company and customers and recommend changes. Guides others consistent with the company's structure, values and strategic direction.
Systems	Develops an understanding of company systems, policies and procedures. Obtains and disseminates information.	Has a working knowledge of company systems, policies and procedures. Recommends changes to systems, policies and procedures..
Leadership	Works as an individual or team member under regular supervision. Develops working relationships with peers inside the company and from other bodies.	Participates as an individual or team member. Coordinates minor projects. Guides less experienced professionals. Influences peers inside the company.
Customer Focus	Provides and obtains accurate and timely information. Exercises sufficient interpersonal skills to advise and assist internal/external customers on routine issues. Develops credibility with customers.	Builds long term, effective customer relationships. Provides timely advice and assistance. Initiates and/or encourages actions to meet/exceed customer expectations.
Interpersonal Skills	Develop formal presentation and correspondence skills. Learns to express ideas effectively in individual and group situations. Learns to explore alternatives and positions to reach acceptable outcomes.	Communicates effectively within the company at all levels. Conducts effective presentations. Prepares formal correspondence. Negotiates standard matters. Explores alternatives and positions to reach acceptable outcomes.
Government & Industry Regulations	Develops the capacity to handle non-complex regulatory submissions. Develops an understanding of all relevant regulations. Assists with routine matters.	Independently handle non-complex regulatory submissions. Assists with complex regulatory submissions. Maintains a working knowledge of all relevant regulations.
Product Knowledge/ Disease Mgt	Develops an understanding of products and related legal, commercial policy and procedures and related disease management issues. Provides advice and assistance on specified products and associated disease management issues.	Has specialised knowledge of assigned strategic products and associated disease management. Working knowledge of all relevant products and associated disease management. Understands marketing and sales plans relevant to specific products. Provides advice and assistance on the assigned strategic products and associated disease management. Provides the scientific perspective on marketing and sales plans.
Problem Solving/ Innovation	Resolves routine problems and foresees outcomes. Uses standard scientific methods and techniques learned during and after the undergraduate course. Drafts recommendations and prepare reports on routine issues related to the methods and/or tasks performed. Applies scientific principles and techniques to conduct critical analyses and evaluation of data. Ensures attention to detail. Uses efficient and appropriate literature search techniques.	Judges and assesses situations and recommends appropriate solutions for issues requiring substantial professional scientific knowledge and experience. Identifies areas for innovative approaches and methods. Assists in the development of innovative practices.
Professional Development	Has a four year degree or equivalent experience. Demonstrates ongoing professional development.	Substantial professional knowledge in the relevant scientific discipline. Typically a four year degree and minimum of 3 years industry experience or a four year degree with significant post-graduate experience.