

Specification of Competency Standards
for the Banking Industry
Unit of Competency

Functional Area - 11. Other Generic Competencies
(Key Function – 11.2 People Management and Talent Development)

Title	Support subordinates in achieving their career aspiration and personal growth
Code	109593L5
Range	Developing employees and helping them ascend the career ladder. This applies to career development for employees of different ranks and job functions.
Level	5
Credit	4 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Understand the techniques of talent development by observing and deliberating with subordinates in order to understand their career aspirations and developmental needs; • Possess the knowledge of talent management and apply it to formulate subordinates' career development plans that can help them utilize opportunities provided by the bank to realize their career goals. <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Provide guidance and advise employees to obtain appropriate academic / professional / technical qualifications which are pivotal to career advancement when needed; • Introduce available resources from the bank in supporting lifelong learning for career advancement when needed; • Support subordinates to plan for possible job rotations / movements for their own career development needs. <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Provide career advancement opportunities by nominating employees for promotion based on their consistent and outstanding work performance along with an objective assessment against potential and competencies required for a higher rank in a fair manner.
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Provision of career development opportunities to subordinates which can help achieving their career aspiration and personal growth. The opportunities should be based on development needs of subordinates, the bank's resources and operations of the units.
Remark	