

## Job Family: Technical

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# What is a career ladder?

A career ladder refers to the normal grade progression through which employees advance to reach their full performance level in a particular occupation.

It consists of grades and levels ranging from an entry level at which an employee can be hired to the most advanced level the employee can attain.

This structured career development plan is designed to provide employees with a list of tasks required for the position, as well as the trainings needed or the knowledge that has to be attained. Employees need to actively pursue and satisfactorily complete assignments and/or trainings that will prepare them for advancement. Each supervisor has to ensure that employees are provided increasingly with more complex assignments and trainings in order to guide them to the position they aspire.

There are currently around 50 career ladders; additional career ladders are added every year, and existing ones are periodically revisited.

# What is the purpose of a career ladder?

Career ladders are created to plan career improvements in a structured manner. In addition to education, they recognize the developmental needs that would help employees realize their potential more effectively. For a career ladder to be effective, the change in the nature of the duties and responsibilities required by a certain position must be significant, logical, and gradual.

Career ladders typically comprise of four levels unless otherwise specified as per the nature of the job: entry level, fully proficient, expert level, and a lead level. While educational and job-specific requirements differ from one position and one level to another, the general profile for each level in each of the designated jobs follows somehow the same pattern:

1. **Entry:** The employee has limited experience with basic skills' training, performs single skilled routine tasks, and works with clearly defined processes under close supervision.
2. **Fully proficient:** The employee is skilled in own area, works within a moderate degree of supervision, takes initiative to share expertise in order to improve departmental processes, and assists in the development of resource material.
3. **Expert:** The employee has in-depth technical expertise in own area, provides mentoring, coaching, and guidance to others, leads teams and projects, and completes tasks with a minimal degree of supervision.
4. **Lead:** The employee supervises and provides direction to others, manages own time and that of others, recommends and initiates adequate changes to current processes, is multi-skilled in a number of activities, and may coordinate several tasks beyond the specific job description.

A career ladder starts at an entry level with no years of experience required. Basic knowledge in understanding and applying principles, procedures, and requirements related to technical expertise is needed. At this stage, an employee should have the minimal analytical skills to solve problems in a logical and organized manner.

After 2 to 3 years, proficient knowledge in technical area is gained, and the work conducted requires less direct supervision. Creative thinking is used in solving problems involving varied levels of complexity, ambiguity, and risk.

At the expert level, the employee becomes an expert in the field, learning more complex procedures in a specified technical area.

The lead stage is reached after the employee has had enough experience over a certain number of years. In-depth knowledge in the technical area is efficiently displayed, and the person is sought out as an expert in the field. Employees at the lead level participate actively in quality reviews and performance improvement projects. In the lead stage, one engages professionally in developing the workflow, service delivery, and streamline routine functions.

# What is a job family?

A job family is a series of related jobs requiring similar knowledge, skills and abilities. Each job family involves all jobs - irrespective of the level and grade - that share similar purposes and processes.

At AUBMC, there are 14 different job families into which all positions are grouped. Job family classification is related to the position itself and not the person occupying it.

AUBMC aligns jobs that fit together in terms of competencies and purposes into unique job families to ensure:

- Greater uniformity and consistency
- More effective and flexible competency-based training administration and participation
- Smoother and more systematic career development and interdepartmental transfers
- Strengthened equity within job families with respect to performance standards
- Clearer understanding of the nature of the jobs, the positions, and the common grounds for jobs in the same family
- Better insight about their prospective career path at AUBMC

## General Criteria for Advancement

1. More complex/additional competencies and/or educational requirements	2. Additional years of experience as indicated in the job-specific ladder
3. Additional responsibilities and contributions	4. Acceptable performance exceeding 3.5 or above as required by the job-specific ladder and level

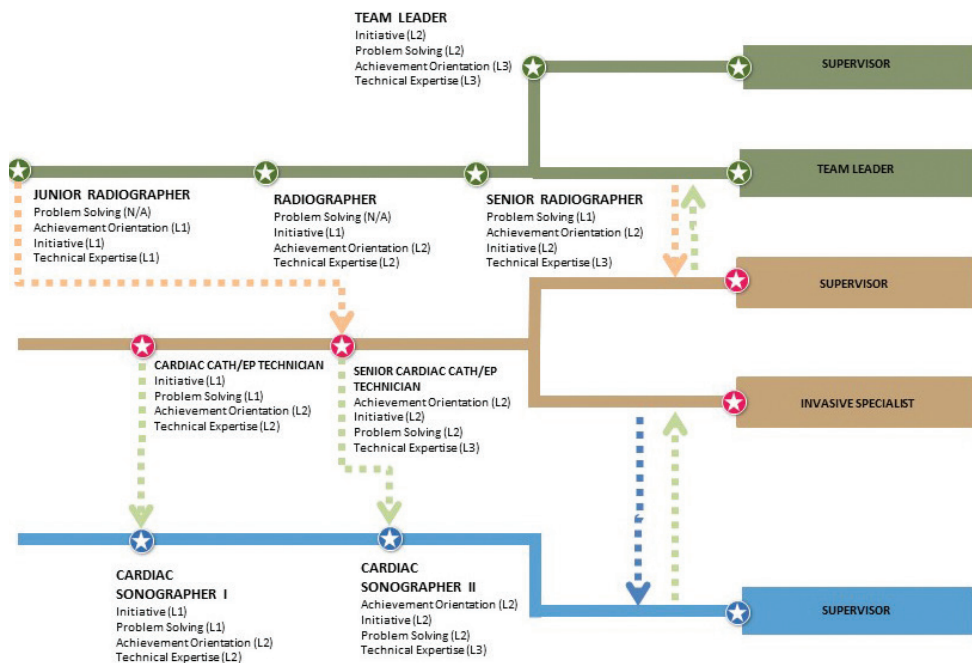
# Job Family under the Spotlight

## Technical

Members of this job family perform diagnostic procedures related to patients.

### **Corresponding Career Ladders:**

- Anesthesia Therapists
- Cardiac Catheterization/ EP Technicians
- Cardiac Sonographers
- CSD Technicians
- Dental Assistants
- EEG and Sleep Technicians
- EEG/EMG Technicians
- Electrocardiography Technicians
- Endoscopy Technicians
- IVF Technician
- Medical Laboratory Technicians
- Perfusionists
- Pharmacy Technicians
- Phlebotomists
- Radiation Therapists
- Radiographers
- Respiratory Therapists
- Vascular Technologists



# Anesthesia Therapists Career Ladder



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	Grade 8 Anesthesia Assistant	Grade 9 Anesthesia Therapy Intern	Grade 10 Anesthesia Therapist	Grade 11 Senior Anesthesia Therapist	Grade 12 Superior Anesthesiology
Competency					
Client Focus	Level 1	Level 1		Level 2	Level 3
Initiative	Level 1		Level 2	Level 2	Level 3
Communication Skills		Level 1	Level 2		Level 3
Health and Safety Management		Level 1	Level 2	Level 2	Level 3
Organizational Awareness	Level 1			Level 2	Level 3
Achievement Orientation	Level 1		Level 2		Level 3
Plan of Care				Level 1	
Patient Assessment				Level 1	
Human Resources Management					Level 2
Applied Technology	Level 2			Level 3	Level 4
Information and Records Administration	Level 2			Level 3	Level 4
Professionalism		Level 1		Level 3	Level 2
Developing Others			Level 1	Level 2	Level 3
Computer Skills			Level 2		Level 3
Technical Expertise	Level 1		Level 2	Level 3	Level 4
English Comprehension		Level 2		Level 3	Level 4
Resource Management			Level 1		Level 2
Quality Management		Level 1		Level 2	Level 3
Problem-solving			Level 1	Level 2	Level 3
Maintenance, Installation and Repair			Level 1	Level 2	Level 3
Teamwork			Level 1	Level 2	Level 3
Planning and Organization				Level 1	Level 2
Education	Minimum education: LT Nursing; preferably Bachelor's degree in Nursing	Minimum education: LT Nursing; preferably Bachelor's degree in Nursing Certification: BLS and Drug Certification	Minimum education: LT Nursing; preferably Bachelor's degree in Nursing Certification: BLS, ACLS, and Drug Certification	Minimum education: LT Nursing; preferably Bachelor's degree in Nursing Certification: BLS, ACLS, and Drug Certification	Minimum education: Bachelor's in a related field with certification acquired from the American Registry of Diagnostic Medical Sonographers (ARDMS) or Registered Cardiac Sonographer (RCS) by Cardiovascular Credentialing International (CCI)
Experience	Experience: on-the-job training	Experience: 2 years as an anesthesia assistant	Experience: 3 years as an anesthesia therapy intern	Experience: 3 years as an anesthesia therapist	Experience: 10 years in anesthesia therapy, 2 of which are in a supervisory position

# Cardiac Catheterization Career Ladder



	Grade 9	Grade 10
	Cardiac Cath/EP Technician	Senior Cardiac Cath/EP Technician
Competency		
Client Focus	Level 2	Level 2
Initiative	Level 1	Level 2
Communication Skills	Level 2	Level 2
Health and Safety Management	Level 2	Level 2
Organizational Awareness	Level 1	Level 2
Achievement Orientation	Level 1	Level 2
Health Education, Prevention, and Promotion	Level 1	Level 1
Patient Assessment	Level 1	Level 1
Applied Technology	Level 3	Level 3
Information and Records Administration	Level 3	Level 3
Professionalism	Level 1	Level 1
Developing Others	Level 1	Level 1
Computer Skills	Level 2	Level 2
Technical Expertise	Level 2	Level 3
English Comprehension	Level 2	Level 2
Resource Management	Level 1	Level 1
Quality Management	Level 1	Level 1
Problem-solving	Level 1	Level 2
Teamwork	Level 1	Level 1
Planning and Organization	Level 1	Level 2
Education	Minimum Education: Radiologic Technology Diploma; preferably Bachelor's degree in Radiology.	Minimum education: Radiologic Technology Diploma; preferably Bachelor's degree in Radiology
Experience	Minimum experience: 2-3 years in a cardiac cath/electrophysiology laboratory	Minimum experience: 5 years in a cardiac cath/electrophysiology laboratory

# CSD Technician Career Ladder

	Grade 7	Grade 8	Grade 9	Grade 10
	Dental Assistant	Senior Dental Assistant	Dentofacial Office Coordinator	Clinical Coordinator
Competency				
Client Focus		Level 1		Level 2
Initiative		Level 1		
Communication Skills		Level 2		
Health and Safety Management		Level 1		Level 2
Organizational Awareness		Level 1		
Achievement Orientation	Level 1		Level 2	
English Comprehension	Level 2		Level 3	
Applied Technology		Level 2		
Information and Records Administration	Level 2		Level 3	Level 4
Human Resources Management				Level 2
Professionalism		Level 1		
Developing Others		Level 1		
Computer Skills		Level 2		
Technical Expertise	Level 1		Level 2	
Resource Management		Level 1		Level 2
Quality Management		Level 1		
Problem-solving		Level 1		
Teamwork		Level 1		Level 2
Planning and Organization	Level 1		Level 2	
Education	Minimum education: BAC II degree	Minimum education: BACC II; preferably Bachelor's degree	Minimum education: Bachelor's Degree in Business Administration or related field	Minimum education: Bachelor's degree.
Experience	Minimum experience: on-the-job training; preferably one year of related experience.	Minimum experience: 2-3 years of related experience.	Minimum experience: 2 - 3 years of experience in a related field.	Minimum experience: 2-3 years related clinical functions.

# Dental Assistant Career Ladder



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	Grade 9 Radiographer	Grade 10 Senior Radiographer	Grade 11 Lead Radiographer	Grade 13 MRI Scientist
Competency				
Client Focus				
Initiative	Level 1	Level 2	Level 2	Level 3
Communication Skills	Level 2	Level 2	Level 2	Level 3
Health and Safety Management	Level 1	Level 2	Level 2	Level 3
Organizational Awareness	Level 1	Level 2	Level 2	Level 3
Achievement Orientation	Level 1	Level 2	Level 2	Level 3
Drug Administration	Level 1	Level 2	Level 2	Level 3
English Comprehension	Level 1	Level 2	Level 2	Level 3
Patient Assessment	Level 1	Level 2	Level 2	Level 3
Stress Management	Level 1	Level 2	Level 2	Level 3
Health, Education, Prevention, and Promotion	Level 1	Level 2	Level 2	Level 3
Plan of Care	Level 1	Level 2	Level 2	Level 3
Professional Development	Level 1	Level 2	Level 2	Level 3
Applied Technology	Level 1	Level 2	Level 2	Level 3
Information and Records Administration	Level 1	Level 2	Level 2	Level 3
Human Resources Management	Level 1	Level 2	Level 2	Level 3
Professionalism	Level 1	Level 2	Level 2	Level 3
Developing Others	Level 1	Level 2	Level 2	Level 3
Computer Skills	Level 1	Level 2	Level 2	Level 3
Technical Expertise	Level 2	Level 2	Level 2	Level 3
Resource Management	Level 1	Level 2	Level 2	Level 3
Quality Management	Level 1	Level 2	Level 2	Level 3
Problem-solving	Level 1	Level 2	Level 2	Level 3
Teamwork	Level 1	Level 2	Level 2	Level 3
Planning and Organization	Level 1	Level 2	Level 2	Level 3
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Bachelor's degree in related field
Experience	Experience: 1 year	Experience: 3 years as MRI Radiographer	Experience: 5 years as Senior MRI Radiographer	Experience: 5 years as Lead MRI Radiographer

# EEG and Sleep Technician Career Ladder



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	Grade 9	Grade 10
	EEG and Sleep Technician	Senior EEG and Sleep Technician
Competency		
Client Focus	Level 1	Level 2
Initiative	Level 1	Level 2
Communication Skills	Level 2	
Health and Safety Management	Level 2	
Organizational Awareness	Level 1	
Achievement Orientation	Level 2	
Patient Assessment	Level 1	
Health, Education, Prevention, and Promotion	Level 1	
Quality Management	Level 1	
Technical Expertise	Level 1	Level 2
Resource Management	Level 1	
Applied Technology	Level 2	
Professional Development	Level 1	
Information and Records Administration	Level 2	
Professionalism	Level 1	
Developing Others		Level 1
Computer Skills	Level 2	
Problem-solving		Level 1
Teamwork	Level 1	
English Comprehension	Level 2	
Planning and Organization	Level 1	level 2
Education	Minimum education: BACII or BT degree in Nursing; preferably TS degree in Nursing	Minimum education: BACII or BT degree in Nursing; preferably TS degree in Nursing
Experience	Experience: No experience required	Experience: 1-3 years

# EEG-EMG Career Ladder

	Grade 8	Grade 9
	Junior EEG/EMG Technician	EEG/EMG Technician
Competency		
Client Focus	Level 1	
Initiative	Level 1	
Communication Skills	Level 1	level 2
Health and Safety Management	Level 1	level 2
Organizational Awareness	Level 1	
Achievement Orientation	Level 1	level 2
Patient Assessment	Level 1	
Health Education, Prevention, and Promotion	Level 1	
Quality Management	Level 1	
Technical Expertise	Level 1	level 2
Developing Others		Level 1
Problem-solving		Level 1
Resource Management	Level 1	
Applied Technology	Level 2	
Information and Records Administration	Level 2	
Professionalism	Level 1	
Computer Skills	Level 2	
Teamwork	Level 1	
English Comprehension	Level 2	
Planning and Organization	Level 1	
Education	Minimum education: BACII or BT degree in Nursing; preferably TS degree in Nursing	Minimum education: BACII or BT degree in Nursing; preferably TS degree in Nursing
Experience	Experience: on-the-job training	Experience: 2 years in EEG/EMG

# Electrocardiography Career Ladder



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	Grade 8	Grade 9	Grade 11
	Electrocardiography Technician	Senior Electrocardiography Technician	EKG Unit Coordinator
Competency			
Client Focus	Level 1	Level 2	Level 2
Achievement Orientation	Level 1	Level 2	Level 2
Initiative	Level 1	Level 2	Level 2
Communication Skills	Level 1	Level 2	Level 2
Health and Safety Management	Level 1	Level 2	Level 3
Organizational Awareness	Level 1	Level 2	Level 2
Health Education, Prevention, and Promotion	Level 1	Level 2	Level 2
Ethical Practice	Level 1	Level 1	Level 2
Quality Management	Level 1	Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 2
Applied Technology	Level 1	Level 2	Level 2
Professional Development	Level 1	Level 2	Level 2
Resource Management	Level 1	Level 2	Level 2
Problem-solving	Level 1	Level 1	Level 2
Information and Records Administration	Level 3	Level 2	Level 4
Human Resources Management	Level 1	Level 2	Level 2
Teamwork	Level 1	Level 2	Level 2
Developing Others	Level 1	Level 1	Level 2
Planning and Organizing	Level 1	Level 2	Level 2
Professionalism	Level 1	Level 2	Level 2
Computer Skills	Level 1	Level 2	Level 2
English Comprehension	Level 2	Level 2	Level 3
Education	Minimum education: Radiography Diploma or BT Nursing; preferably Bachelor's degree in Sciences Field of expertise: Cardiology, human anatomy, and heart physiology	Minimum education: Radiography Diploma or BT Nursing; preferably Bachelor's degree in Sciences Field of expertise: Cardiology, human anatomy, and heart physiology	Minimum education: Radiography Diploma or BT Nursing; preferably Bachelor's degree in Sciences Field of expertise: Cardiology, human anatomy, and heart physiology
Experience	Minimum experience: on-the-job training; preferably 1 year as an EKG technician in a similar setting	Minimum experience: 4-6 years as an Electrocardiography Technician I in a similar setting	Minimum experience: 7 years experience of which 2 years are in a supervisory position.

# Endoscopy Career Ladder



	Grade 9 Junior Endoscopy Technician	Grade 10 Endoscopy Technician	Grade 11 Senior Endoscopy Technician
Competency			
Client Focus	Level 2		
Achievement Orientation	Level 1	Level 2	
Initiative	Level 1		Level 2
Communication Skills	Level 2		
Health and Safety Management	Level 2		
Organizational Awareness	Level 1		
Patient Assessment	Level 1		
Plan of Care	Level 1		
Health Education, Prevention, and Promotion	Level 1		Level 2
Ethical Practice	Level 1		
Quality Management	Level 1		
Technical Expertise	Level 1	Level 2	Level 3
Applied Technology	Level 3		
Professional Development	Level 1		Level 2
Resource Management	Level 1		
Problem-solving			Level 1
Information and Records Administration	Level 2		
Teamwork	Level 1		Level 2
Developing Others		Level 1	Level 2
Planning and Organization	Level 1		Level 2
Professionalism	Level 1		
Computer Skills	Level 2		
English Comprehension	Level 2		Level 3
Education	Minimum education: TS degree in Nursing + License to practice Nursing from the Ministry of Public Health	Minimum education: TS Degree in Nursing + License to practice Nursing from the Ministry of Public Health	Minimum education: TS Degree in Nursing + License to practice Nursing from the Ministry of Public Health
Experience	Minimum experience: no experience required; preferably 1-2 years	Minimum experience: 2-4 years	Minimum experience: 5 years

# IVF Technician Career Ladder

	Grade 10	Grade 12
	IVF Technician	Embryologist
Competency		
Client Focus	Level 1	Level 3
Achievement Orientation	Level 2	Level 3
Initiative	Level 1	Level 2
Communication Skills	Level 2	
Health and Safety Management	Level 2	Level 3
Organizational Awareness	Level 1	Level 2
Ethical Practice	Level 1	
Health education, prevention and promotion	Level 1	Level 1
Patient Assessment	Level 1	Level 2
Plan of Care	Level 1	Level 2
Evidence Based Practice	N/A	Level 3
Quality Management	Level 1	Level 2
Applied Technology	Level 2	Level 2
Technical Expertise	Level 2	Level 3
Problem-Solving	Level 1	Level 2
Information & Record Management	Level 2	Level 3
Resource Management	Level 1	Level 2
Teamwork	Level 1	Level 2
Human Resources Management	N/A	Level 2
Developing Others	N/A	Level 2
Planning & Organizing	Level 1	Level 2
Computer Skills	Level 2	
Professionalism	Level 1	Level 2
Professional Development	Level 1	Level 2
English comprehension	Level 3	Level 4
Education	Minimum education: Bachelors Degree in Science. Preferred Education: Masters Degree in Basic Science.	Minimum education: Master's Degree in Biological Sciences.
Experience	Minimum Experience: 2 year experience with gamete and sperm handling in an assisted reproductive technology unit. Includes experience with in-vitro fertilization and embryo transfer, gamete intrafallopian transfer, zygote intrafallopian transfer, and tubal embryo transfer. Experience with gamete and embryo micromanipulation.	Minimum Experience: 3 years experience in Human Embryology with emphasis in PGD with a certification in one of the following: ESHRE, ACE, ABB, CAP, SART.

# Medical Laboratory Career Ladder



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	Grade 9	Grade 10	Grade 11	Grade 12
	Medical Lab Technologist	Clinical Lab Scientist	Clinical Lab Specialist	Section Supervisor
Competency				
Client Focus	Level 1		Level 2	
Initiative	Level 1		Level 2	
Communication Skills	Level 1			Level 3
Health and Safety Management	Level 2		Level 3	
Organizational Awareness	Level 1		Level 2	
Achievement Orientation	Level 1		Level 2	Level 3
Applied Technology		Level 2		Level 3
Information and Records Administration	Level 3		Level 4	
Human Resources Management				Level 2
Developing Others		Level 1	Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 3	Level 4
Resource Management		Level 1		Level 2
Quality Management	Level 1	Level 2		Level 3
Problem-solving	Level 1	Level 2		Level 3
Teamwork		Level 1	Level 2	Level 3
Planning and Organization			Level 1	Level 2
Education	Minimum education: Bachelor's degree in Medical Laboratory Technology	Minimum education: Bachelor's degree in Medical Laboratory Technology	Minimum education: Bachelor's degree in Medical Laboratory Technology; preferably Master's degree in Medical Laboratory or related field.	Minimum education: Bachelor's degree in Medical Laboratory Technology; preferably Master's degree in Medical Laboratory or related field.
Experience	Experience: No experience required	Experience: 3 years as a Medical Lab Technologist	Experience: 3 years as a Clinical Lab Scientist	Experience: 3 years as a Clinical Lab Specialist

# Non-Invasive Cardiac Lab Career Ladder



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	Grade 8	Grade 9	Grade 10	Grade 12
	Cardiac Sonographer	Cardiac Sonographer I	Cardiac Sonographer II	Non-Invasive Cardiac Lab Supervisor
Competency	Level 1	Level 1	Level 2	Level 3
Client Focus	Level 1	Level 1	Level 2	Level 3
Initiative	Level 1	Level 1	Level 2	Level 3
Communication Skills	Level 1	Level 1	Level 2	Level 3
Health and Safety Management	Level 1	Level 1	Level 2	Level 3
Organizational Awareness	Level 1	Level 1	Level 2	Level 3
Achievement Orientation	Level 1	Level 1	Level 2	Level 3
Health Education, Prevention, and Promotion	Level 1	Level 1	Level 2	Level 3
Human Resources Management	Level 1	Level 1	Level 2	Level 3
Patient Assessment	Level 1	Level 1	Level 2	Level 3
Applied Technology	Level 1	Level 1	Level 2	Level 3
Information and Records Administration	Level 1	Level 1	Level 2	Level 3
Professionalism	Level 1	Level 1	Level 2	Level 3
Developing Others	Level 1	Level 1	Level 2	Level 3
Computer Skills	Level 1	Level 1	Level 2	Level 3
Technical Expertise	Level 1	Level 1	Level 2	Level 3
English Comprehension	Level 1	Level 1	Level 2	Level 3
Resource Management	Level 1	Level 1	Level 2	Level 3
Quality Management	Level 1	Level 1	Level 2	Level 3
Problem-solving	Level 1	Level 1	Level 2	Level 3
Professional Development	Level 1	Level 1	Level 2	Level 3
Teamwork	Level 1	Level 1	Level 2	Level 3
Planning and Organization	Level 1	Level 1	Level 2	Level 3
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma with certification acquired from the American Registry of Diagnostic Medical Sonographers (ARDMS) or Registered Cardiac Sonographer (RCS) by Cardiovascular Credentialing International (CCI); preferably Bachelor's in a related field with certification acquired from the ARDMS or RCS by CCI
Experience	Experience: No experience required	Experience: 2-4 years	Experience: 4-6 years	Minimum experience: 6 years in a cardiac care setting as a sonographer in a non-invasive cardiac lab; preferably 2 of which were in a supervisory position

# Pharmacy Technicians Career Ladder



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	Grade 9 Pharmacy Technician	Grade 10 Attending Pharmacy Technician	Grade 11 Senior Attending Pharmacy Technician
Competency			
Client Focus	Level 1	Level 2	Level 3
Initiative	Level 1	Level 2	Level 3
Communication Skills	Level 1	Level 2	Level 3
Health and Safety Management	Level 2	Level 3	Level 4
Organizational Awareness	Level 1	Level 2	Level 3
Achievement Orientation	Level 1	Level 2	Level 3
Drug Distribution	Level 1	Level 2	Level 3
Professional Development	Level 1	Level 2	Level 3
Applied Technology	Level 1	Level 2	Level 3
Information and Records Administration	Level 1	Level 2	Level 3
Professionalism	Level 1	Level 2	Level 3
Developing Others	Level 1	Level 2	Level 3
Computer Skills	Level 1	Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 3
English Comprehension	Level 3	Level 4	Level 5
Resource Management	Level 1	Level 2	Level 3
Quality Management	Level 1	Level 2	Level 3
Problem-Solving	Level 1	Level 2	Level 3
Teamwork	Level 1	Level 2	Level 3
Planning and Organization	Level 1	Level 2	Level 3
Education	Minimum education: Bachelor's degree in Chemistry Biology or related fields	Minimum education: Bachelor's degree in Chemistry Biology or related fields	Minimum education: Bachelor's degree in Chemistry Biology or related fields
Experience	Minimum experience: 1 year in a similar position	Minimum experience: 3-5 years in a similar position	Minimum experience: 5-7 years in a similar position

# Phlebotomist Career Ladder

	Grade 6	Grade 7
Competency	Phlebotomist	Senior Phlebotomist
Client Focus	Level 1	
Initiative	Level 1	Level 2
Communication Skills	Level 2	
Health and Safety Management	Level 2	
Organizational Awareness	Level 1	Level 2
Achievement Orientation	Level 1	Level 2
Quality Management	Level 1	Level 2
Resource Management	Level 1	
Professional Development	Level 1	
Information and Records Administration	Level 2	
Professionalism	Level 1	
Developing Others		Level 1
Technical Expertise	Level 1	Level 2
Problem-solving	Level 1	Level 2
Teamwork	Level 1	
English Comprehension	Level 3	
Planning and Organization	Level 1	
Education	Minimum education: BACC II or equivalent; preferably, Phlebotomy Certification	Minimum education: BACC II or equivalent Certification: Phlebotomy
Experience	Minimum experience: 1 year in basic laboratory operations, nursing or related science, preferably in the blood collection	Minimum experience: 3-5 years as a Phlebotomist

# Radiation Therapy Career Ladder



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	Grade 8 Junior Radiation Therapist	Grade 9 Radiation Therapist	Grade 10 Senior Radiation Therapist	Grade 12 Radiation Therapy Supervisor
Competency	Level 1	Level 1	Level 2	Level 2
Client Focus	Level 1	Level 1	Level 2	Level 2
Initiative	Level 1	Level 1	Level 2	Level 2
Communication Skills	Level 1	Level 1	Level 2	Level 3
Health and Safety Management	Level 1	Level 1	Level 2	Level 3
Organizational Awareness	Level 1	Level 1	Level 2	Level 2
Achievement Orientation	Level 1	Level 1	Level 2	Level 3
Health Education, Prevention, and Promotion	Level 1	Level 1	Level 2	Level 2
Plan of Care	Level 1	Level 1	Level 2	Level 2
Professional Development	Level 1	Level 1	Level 2	Level 2
Applied Technology	Level 1	Level 1	Level 3	Level 3
Information and Records Administration	Level 1	Level 2	Level 2	Level 3
Human Resources Management	Level 1	Level 1	Level 2	Level 2
Professionalism	Level 1	Level 1	Level 2	Level 2
Stress Management	Level 1	Level 1	Level 2	Level 2
Developing Others	Level 1	Level 2	Level 1	Level 2
Computer Skills	Level 1	Level 2	Level 1	Level 3
Technical Expertise	Level 1	Level 2	Level 1	Level 3
Resource Management	Level 1	Level 1	Level 2	Level 2
Quality Management	Level 1	Level 1	Level 2	Level 2
Problem-solving	Level 1	Level 1	Level 1	Level 2
Teamwork	Level 1	Level 1	Level 1	Level 3
English Comprehension	Level 1	Level 1	Level 1	Level 4
Planning and Organization	Level 1	Level 1	Level 3	Level 2
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma Preferred Education: Bachelor's degree in related field
Experience	Experience: No experience required	Experience: 1 year as Junior Radiation Therapist	Experience: 3 years as Radiation Therapist	Experience: 7 years as Senior Radiation Therapist

# Radiographer-CT Career Ladder



	Grade 9	Grade 10	Grade 11
	Radiographer	Senior Radiographer	Team Leader
Competency			
Client Focus	Level 2		
Initiative	Level 1	Level 2	Level 2
Communication Skills			Level 3
Health and Safety Management	Level 1		Level 2
Organizational Awareness		Level 1	Level 2
Achievement Orientation		Level 2	Level 3
Drug Administration	Level 1		
Health Education, Prevention and Promotion	Level 1		Level 2
Computer Skills	Level 2		
Human Resources Management			Level 2
Patient Assessment	Level 1		Level 2
Applied Technology		Level 2	
Information and Records Administration		Level 2	Level 3
Professionalism		Level 1	Level 2
Developing Others		Level 1	Level 2
Professional Development	Level 1		Level 2
Technical Expertise	Level 2		Level 3
English Comprehension		Level 2	Level 3
Stress Management	Level 1		
Resource Management		Level 1	Level 2
Quality Management		Level 1	Level 2
Problem-solving		Level 1	Level 2
Teamwork		Level 1	Level 2
Planning and Organization		Level 1	Level 2
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma
Experience	Experience: 1 year	Experience: 3 years as CT Radiographer	Experience: 5 years as Senior CT Radiographer

# Radiographer-General Diagnosis Career Ladder



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	Grade 8 Junior Radiographer	Grade 9 Radiographer	Grade 10 Senior Radiographer	Grade 11 Team Leader
Competency	Level 1	Level 1	Level 2	Level 2
Client Focus	Level 1	Level 1	Level 2	Level 2
Initiative	Level 1	Level 1	Level 2	Level 2
Communication Skills	Level 1	Level 2	Level 2	Level 3
Health and Safety Management	Level 1	Level 2	Level 2	Level 3
Organizational Awareness	Level 1	Level 1	Level 2	Level 2
Achievement Orientation	Level 1	Level 2	Level 2	Level 3
English Comprehension	Level 1	Level 2	Level 2	Level 3
Patient Assessment	Level 1	Level 1	Level 2	Level 2
Health Education, Prevention, and Promotion	Level 1	Level 1	Level 2	Level 2
Professional Development	Level 1	Level 1	Level 2	Level 2
Applied Technology	Level 1	Level 2	Level 2	Level 3
Information and Records Administration	Level 1	Level 2	Level 2	Level 2
Human Resources Management	Level 1	Level 1	Level 2	Level 2
Professionalism	Level 1	Level 1	Level 2	Level 2
Developing Others	Level 1	Level 1	Level 2	Level 2
Computer Skills	Level 1	Level 2	Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 2	Level 3
Resource Management	Level 1	Level 1	Level 2	Level 2
Quality Management	Level 1	Level 1	Level 2	Level 2
Problem-Solving	Level 1	Level 1	Level 2	Level 2
Teamwork	Level 1	Level 1	Level 2	Level 2
Planning and Organization	Level 1	Level 1	Level 2	Level 2
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma
Experience	Experience: No experience required	Experience: 1 year	Experience: 3 year as Radiographer	Experience: 5 years as Senior Radiographer

# Radiographer-DSA Career Ladder



	Grade 9	Grade 10
	Radiographer	Senior Radiographer
Competency		
Client Focus	Level 2	
Initiative	Level 1	Level 2
Communication Skills	Level 2	
Health and Safety Management	Level 2	
Organizational Awareness	Level 1	
Achievement Orientation	Level 2	
Stress Management	Level 1	
Patient Assessment	Level 1	
Health Education, Prevention, and Promotion	Level 1	Level 2
Quality Management	Level 1	
Technical Expertise	Level 2	Level 3
Ressource Management	Level 1	
Applied Technology	Level 2	
Professional Development	Level 1	Level 2
Information and Records Administration	Level 2	
Professionalism	Level 1	
Developing Others		Level 1
Computer Skills	Level 2	
Problem-solving		Level 1
Teamwork	Level 1	
English Comprehension	Level 2	Level 3
Planning and Organization	Level 1	
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma
Experience	Experience: 1 year	Experience: 3 years as Digital Subt. Angiogram Radiographer

# Radiographer- Mammography Career Ladder



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	Grade 10			Grade 11	Grade 12
	Senior Radiographer			Team Leader	Mammography Supervisor
	Grade 9				
	Radiographer				
Competency					
Client Focus	Level 2				
Initiative	Level 1		Level 2		
Communication Skills	Level 2		Level 3		
Health and Safety Management	Level 2		Level 3		
Organizational Awareness	Level 1		Level 2		
Achievement Orientation	Level 2			Level 3	
Stress Management	Level 1				
Health Education, Prevention, and Promotion	Level 1		Level 2		
Computer Skills	Level 2			Level 3	
Human Resources Management				Level 2	
Patient Assessment	Level 1		Level 2		
Applied Technology	Level 2		Level 3		
Information and Records Administration	Level 2		Level 3		Level 4
Professionalism	Level 1		Level 2		
Developing Others	Level 1		Level 2		
Professional Development	Level 1		Level 2		
Technical Expertise	Level 2		Level 3		
English Comprehension	Level 2		Level 3		
Resource Management	Level 1		Level 2		
Quality Management	Level 1		Level 3		
Problem-solving	Level 1		Level 3		
Teamwork	Level 1		Level 3		
Planning and Organization	Level 1		Level 2		
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiologic Technology certificate or Bachelor's degree in Radiography	
Experience	Experience: 1 year of experience	Experience: 3 years as Mammography Radiographer	Experience: 5 years as Senior Mammography Radiographer	Experience: 7 years as Senior Mammography Radiographer	

# Radiographer-MRI Career Ladder



	Grade 9 Radiographer	Grade 10 Senior Radiographer	Grade 11 Lead Radiographer	Grade 12 MRI Scientist
Competency				
Client Focus				
Initiative	Level 1		Level 2	
Communication Skills		Level 2	Level 2	
Health and Safety Management		Level 2		Level 3
Organizational Awareness	Level 1			Level 2
Achievement Orientation		Level 2		Level 3
Drug Administration			Level 1	
English Comprehension		Level 2		Level 3
Patient Assessment		Level 2	Level 1	
Stress Management		Level 1		Level 2
Health, Education, Prevention, and Promotion	Level 1		Level 2	
Plan of Care			Level 1	
Professional Development	Level 1		Level 2	
Applied Technology			Level 3	
Information and Records Administration	Level 1			Level 2
Human Resources Management				Level 2
Professionalism		Level 1		Level 2
Developing Others		Level 1		Level 2
Computer Skills			Level 2	
Technical Expertise	Level 2		Level 3	
Resource Management		Level 1		Level 2
Quality Management	Level 1			Level 2
Problem-solving		Level 1		Level 2
Teamwork		Level 1		Level 3
Planning and Organization		Level 1		Level 2
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Bachelor's degree in related field
Experience	Experience: 1 year	Experience: 3 years as MRI Radiographer	Experience: 5 years as Senior MRI Radiographer	Experience: 5 years as Lead MRI Radiographer

# Radiographer- Nuclear Medicine Career Ladder



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	Grade 9 Radiographer	Grade 10 Senior Radiographer
Competency		
Client Focus	Level 2	
Initiative	Level 1	Level 2
Communication Skills	Level 2	
Health and Safety Management	Level 2	
Organizational Awareness	Level 1	
Achievement Orientation	Level 2	
Drug Administration	Level 1	
Stress Management	Level 1	
Patient Assessment	Level 1	
Health Education, Prevention, and Promotion	Level 1	Level 2
Quality Management	Level 1	
Technical Expertise	Level 2	Level 3
Resource Management	Level 1	
Applied Technology	Level 2	
Professional Development	Level 1	Level 2
Information and Records Administration	Level 2	
Professionalism	Level 1	
Developing Others		Level 1
Computer Skills	Level 2	
Problem-solving		Level 1
Teamwork	Level 1	
English Comprehension	Level 2	Level 3
Planning and Organization	Level 1	
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma
Experience	Experience: 1 year	Experience: 3 years as a Nuclear Medicine Radiographer

# Radiographer- Ultrasound Career Ladder



	Grade 9	Grade 10	Grade 11	Grade 12
	Radiographer	Senior Radiographer	Team Leader	Ultrasound Supervisor
Competency				
Client Focus	Level 2		Level 2	
Initiative	Level 1	Level 2	Level 2	Level 3
Communication Skills	Level 2	Level 2	Level 3	Level 3
Health and Safety Management	Level 1	Level 2	Level 2	Level 2
Organizational Awareness	Level 1	Level 2	Level 2	Level 2
Achievement Orientation	Level 2	Level 2	Level 3	Level 3
Stress Management	Level 1	Level 1	Level 2	Level 3
Health Education, Prevention, and Promotion	Level 1	Level 2	Level 2	Level 3
Computer Skills	Level 2	Level 2	Level 2	Level 2
Human Resources Management	Level 1	Level 2	Level 2	Level 2
Patient Assessment	Level 1	Level 2	Level 2	Level 2
Applied Technology	Level 2	Level 2	Level 3	Level 3
Information and Records Administration	Level 2	Level 2	Level 3	Level 4
Professionalism	Level 1	Level 1	Level 2	Level 2
Developing Others	Level 1	Level 1	Level 2	Level 2
Professional Development	Level 1	Level 2	Level 2	Level 2
Technical Expertise	Level 2	Level 3	Level 3	Level 4
English Comprehension	Level 2	Level 3	Level 3	Level 4
Resource Management	Level 1	Level 1	Level 2	Level 2
Quality Management	Level 1	Level 1	Level 2	Level 3
Problem-solving	Level 1	Level 1	Level 2	Level 3
Teamwork	Level 1	Level 1	Level 2	Level 3
Planning and Organization	Level 1	Level 1	Level 2	Level 2
Education	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiography diploma	Minimum education: Radiologic Technology certificate or Bachelor's degree in Radiography
Experience	Experience: 1 year	Experience: 3 years as Ultrasound Radiographer	Experience: 5 years as Senior Ultrasound Radiographer	Experience: 7 years as Senior Ultrasound Radiographer

# Respiratory Therapy Career Ladder



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	Grade 9 Respiratory Therapist Intern	Grade 10 Respiratory Therapist	Grade 11 Senior Respiratory Therapist	Grade 12 Supervisor, Inhalation Therapy
Competency				
Client Focus	Level 1		Level 2	
Initiative	Level 1		Level 2	
Applied Technology		Level 2		Level 3
Communication Skills		Level 2		Level 3
Health and Safety Management		Level 2	Level 3	
Organizational Awareness	Level 1		Level 2	
Achievement Orientation		Level 2		Level 3
Patient Assessment		Level 1		
Health Education, Prevention, and Promotion		Level 1		Level 2
Plan of Care	Level 1		Level 2	
English Comprehension		Level 2		Level 3
Computer Skills		Level 2		Level 3
Information and Records Administration	Level 2	Level 3		Level 4
Human Resources Management				Level 2
Professionalism		Level 1		Level 2
Developing Others		Level 1	Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 3	Level 4
Resource Management		Level 1		Level 2
Quality Management		Level 1	Level 2	Level 3
Problem-solving	Level 1	Level 2		Level 3
Teamwork		Level 1		
Planning and Organization			Level 1	Level 2
Education	Minimum education: Bachelor's degree in respiratory therapy or related field	Minimum education: Bachelor's degree in respiratory therapy or related field	Minimum education: Bachelor's degree in respiratory therapy or related field; preferably Master's degree	Minimum education: Bachelor's degree in respiratory therapy or related field; preferably Master's degree
Experience	Minimum experience: No experience required	Minimum experience: 2 years as Respiratory Therapist Intern or experience in critical care	Minimum experience: 3-4 years as respiratory therapist	Minimum experience: 5 years as a Senior Respiratory Therapist

# Vascular Lab Career Ladder



	Grade 9 Vascular Technologist I	Grade 10 Vascular Technologist II	Grade 11 Non-Invasive Vascular Lab Coordinator
Competency			
Client Focus	Level 2	Level 3	Level 3
Initiative	Level 1	Level 3	Level 3
Communication Skills	Level 2	Level 3	Level 3
Health and Safety Management	Level 2	Level 3	Level 3
Organizational Awareness	Level 1	Level 3	Level 3
Achievement Orientation	Level 1	Level 2	Level 3
Health Education, Prevention, and Promotion	Level 1	Level 2	Level 2
Human Resources Management			Level 2
Applied Technology	Level 3	Level 4	Level 4
Information and Records Administration	Level 3	Level 4	Level 4
Professionalism	Level 1	Level 2	Level 2
Developing Others		Level 1	Level 2
Computer Skills		Level 2	Level 3
Technical Expertise	Level 1	Level 2	Level 3
English Comprehension		Level 2	Level 3
Resource Management	Level 1	Level 2	Level 2
Quality Management	Level 1	Level 2	Level 2
Problem-solving		Level 1	Level 2
Professional Development	Level 1	Level 2	Level 2
Teamwork	Level 1	Level 3	Level 3
Planning and Organization	Level 1	Level 2	Level 2
Education	Minimum education: Radiography diploma; preferably Bachelor's degree in Radiology or related field	Minimum education: Radiography diploma; preferably Bachelor's degree in Radiology or related field	Minimum education: Radiography diploma with certification acquired from the American Registry of Diagnostic Medical Sonographers (ARDMS) or Registered Cardiac Sonographer (RCS) by Cardiovascular Credentialing International (CCI); preferably Bachelor's in a related field with certification acquired from ARDMS or RCS by CCI
Experience	Experience: 2-4 years	Experience: 4-6 years	Minimum experience: Minimum of 8 years in a vascular lab, preferably 2 of which are in supervisory position



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