

LES PARAMÈTRES QUI FONT PROGRESSION ET PRECISENT CEUX DU CEC (pages 16-17 recommandation 2017)
PROGRESSION PARAMETERS SPECIFYING THOSE OF EQF

PARAMÈTRES A considérer	Niveau 1 Level 1	Niveau 2 Level 2	Niveau 3 Level 3	Niveau 4 Level 4	Niveau 5 Level 5	Niveau 6 Level 6	Niveau 7 Level 7	Niveau 8 Level 8
Relevant parameters								
Tâches, activités Tasks, activities	J'identifie et réalise quelques tâches simples. I identify and complete certain simple/basic tasks	J'applique, réalise des tâches et résous des problèmes courants. I apply, complete tasks, and solve current issues.	Je mets en œuvre mon activité en cohérence avec la situation qui m'a été confiée. I carry out my activity in line with the situation entrusted to me.	J'adapte l'organisation de mon activité et je m'adapte en fonction de la diversité des situations. I adapt the planning of my activity and I adapt myself to the diversity of situations.	J'assume des responsabilités à l'intérieur d'une équipe, évalue et développe des projets. I take on responsibilities within a team, assess and develop projects.	J'assume des responsabilités en interne et externe dans la réalisation et la conception de projets. I take on responsibilities, both internally and externally, in planning and devising projects.	Je conçois une vision stratégique ou des dispositifs nouveaux en vue de préparer l'avenir au sein de mon institution ou entreprise. I devise a strategic vision or new mechanisms in order to prepare the future within my institution or enterprise.	J'exerce une fonction créative et une expertise dans un réseau externe, dans une entité publique ou privée. Je produis des connaissances inédites. I perform a creative function and I provide expertise in an external network, in a public or private entity. I create pioneering knowledge.
Autonomie et responsabilité Autonomy and responsibility	Sous supervision permanente sur les tâches confiées. Under constant supervision on the assigned tasks.	Sous supervision mais avec une autonomie partielle. Under supervision but with partial autonomy.	Réalisation en toute autonomie de l'activité confiée. Fully autonomous performance of the entrusted activity.	Réalisation en toute autonomie, mais demandant des adaptations à la diversité des situations rencontrées. Fully autonomous performance, additionally requiring adaptations to the diversity of situations	Coordination et évaluation au sein d'une équipe pour mettre en œuvre la vision stratégique de l'institution ou l'entreprise. Coordination and assessment within a team in order to implement the strategic vision	Exercice d'une responsabilité dans la mise en place de projets nouveaux entrant dans le champ de l'institution ou l'entreprise. Fulfillment of a responsibility in the implementation of new projects falling within the	Responsabilité dans la conception d'une vision stratégique pour l'avenir de l'institution ou l'entreprise. Responsibility in devising a strategic vision for the future of the institution or enterprise.	Rôle de représentation ou délégation d'une ou plusieurs institutions ou entreprises, sur les plans stratégique et communicationnel. Role of representative or delegate of one or more institutions or companies, at the strategic and

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				encountered.	of the institution or enterprise.	scope of the institution or the enterprise.		communication levels.
<p>Complexité</p> <p>Complexity</p>	<p>Informations et interactions liées à l'activité confiée. Messages directs, courts sur l'activité confiée auprès de collègues et tuteurs.</p> <p>Information and interactions related to the entrusted activity. Direct, short messages regarding the assigned activity to colleagues and tutors.</p>	<p>Informations sur le poste/métier et interactions sur des sujets familiers auprès de collègues et tuteurs.</p> <p>Job / position - related information and interactions on familiar topics with colleagues and tutors.</p>	<p>Informations et interactions sur la réalisation et l'évaluation de l'activité, incluant clients/fournisseurs/instances de contrôle.</p> <p>Job / position - related information and interactions on the performance and assessment of the activity, including customers / suppliers / control authorities.</p>	<p>Informations d'origine multiple concernant le projet et l'équipe. Interactions variées avec transformation et adaptation de messages.</p> <p>Multiple source information about the project and the team. Various interactions requiring transformation and adaptation of messages.</p>	<p>Multiplicité d'informations à hiérarchiser et gérer auprès d'interlocuteurs très variés : financeurs, décideurs partenaires et opérationnels. Analyse des interactions et des actions entre les personnes et les projets dont on a la responsabilité.</p> <p>Wide range of information to prioritise and manage with a great variety of interlocutors: funders, partner and operational decision-makers. Analyses of interactions and actions among persons and projects for which responsible is granted.</p>	<p>Informations et connaissance du « système » dans lequel on évolue. Participation à des interactions et des actions, à promouvoir en interne et en externe, pour introduire ou pérenniser l'innovation dans l'institution ou l'entreprise.</p> <p>Information and knowledge about the system in which he/she evolves / they evolve. Participation in interactions and actions, to be carried out both internally and externally, in order to introduce and sustain innovation in the institution or enterprise.</p>	<p>Veille et gestion d'informations nécessaires à la construction d'une vision stratégique. Interactions à visée stratégique à fort enjeu pour le maintien et le développement de l'activité. Discours élaborés et tenus au nom de l'institution ou l'entreprise, avec variation de codes socio-culturels.</p> <p>Supervision and management of information necessary to the construction of a strategic vision. Strategically oriented interactions of major stake for further sustainment and development of the activity. Discourses elaborated and delivered on</p>	<p>Analyse des facteurs en émergence et des mutations qui affectent et affecteront plus globalement la société et crée de modèles nouveaux. Interactions entre des réseaux d'experts reconnus impliqués dans la réflexion sur les mutations de la société et les enjeux sociétaux.</p> <p>Analyses of emerging factors and changes which affect and will affect society more globally and creation of new models. Interactions among networks of renowned experts involved in the reflection on societal changes and issues.</p>

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							behalf of the enterprise, using different socio-cultural codes.	
<p>Rapport aux métiers / secteurs</p> <p>Relation to the profession or the field</p>	<p>Réalisation partielle de certaines tâches d'un métier.</p> <p>Partial completion of certain tasks of the job / profession.</p>	<p>Réalisation de quelques activités Comportant plusieurs tâches.</p> <p>Completion of certain activities involving several tasks.</p>	<p>Réalisation de toutes les activités liées à un métier/ ou une fonction assurée.</p> <p>Completion of all the activities related to the profession/ job or to the position fulfilled.</p>	<p>Réalisation de toutes les activités liées au métier/ fonction, y compris dans des situations diversifiées ou fluctuantes.</p> <p>Completion of all the activities related to the profession / position, including in diverse and changing situations.</p>	<p>Fonction de coordination des interactions et actions de plusieurs instances internes.</p> <p>Coordination of the interactions and actions of several internal instances.</p>	<p>Fonction de coordination de plusieurs équipes internes et externes chargées de projets.</p> <p>Coordination of several internal and external project teams.</p>	<p>Fonction de veille par rapport à la vision stratégique de son institution ou entreprise.</p> <p>Supervision of the strategic vision of the institution or the enterprise.</p>	<p>Fonction d'expertise et de production de connaissances dépassant largement l'institution ou l'entreprise.</p> <p>Expertise and production of knowledge widely exceeding the institution or the enterprise.</p>
<p>Statut, rapport aux emplois et au travail</p> <p>Job examples</p>	<p>Apprentis, stagiaires ou apprenants participant à des plateaux techniques</p> <p>Apprentices, interns, trainees participating in technical platforms</p>	<p>Aide-cuisiniers Manœuvres (ex aide-maçons) ...</p> <p>Kitchen helps, labourers (assistant bricklayers)...</p>	<p>Commis de cuisine Premier commis Maçons Coiffeur Opérateur call center...</p> <p>Kitchen helps, chef trainees, bricklayers, hairdressers, call centre operators</p>	<p>Cuisiniers Contremaîtres Chefs d'équipe Manageurs-coiffeurs...</p> <p>Cooks, kitchen chefs, foremen, managers of hair salons.</p>	<p>Chargés de mission, chefs de projet Développeurs informatique Tuteurs disciplinaires /métiers</p> <p>Official representatives / delegates, project managers, software developers, academic/professional related tutors</p>	<p>Directeurs spécialisés Responsables et conseillers en formation Business analyste/ts ou tes ...</p> <p>Specialised managers, training managers and consultants, business analysts</p>	<p>Directeurs de cabinet Cadres supérieurs fonctionnels Enseignants-chercheurs...</p> <p>Executive directors, functional senior managers, professors and associate professors</p>	<p>Cadres administrations centrales, décideurs Directeurs généraux, chefs d'entreprise Directeurs de laboratoire ou d'école doctorale.</p> <p>Senior managers, decision-makers, managing directors, business managers, heads of doctoral schools or research laboratories.</p>

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June 2020 – Provisional summary document**

Stages	Settings	Contexts		
		Public role	Private	University
5	Scope	Guiding professional and vocational projects aimed at continuously improving its theme within interministerial or inter-service stakeholders Associating and integrating private and/or associated partners with public services, depending on the professional field	Achieving IT developments based on the written analysis by the Business Analyst Following up on customer requests quickly	Leading a group of college or secondary school students for a short period around a specific theme Responding to requests from internal and external contacts
	Scenarios	Ensuring leadership for a project Establishing and coordinating steering committees Managing communications with all stakeholders (internal and external to the project) Scheduling meetings with relevant stakeholders	Writing IT programs Responding to requests for intervention from customers	Conveying concepts and methodologies; sharing student experience
	Examples	Mission leaders, transversal consultants, project leaders	IT developer IT support	Disciplinary student tutors or tutors for secondary school students
6	Scope	Encouraging, supervising and coordinating the activity of several departments Contributing to the definition of the management strategy Offering guidance by implementing action plans Continuously and consistently expressing the strategy Identifying levers for change and encouraging the transformation of what has been appropriated	Guiding IT development projects via the 'agile' method Coordinating project-related activities, by mobilising internal and external human resources for the company	Supporting and coordinating the implementation of international mobility, mechanisms Establishing a link between different partners Supervising and monitoring the implemented action Making suggestions to improve or transform practices
	Scenarios	Implementing the establishment plan Developing a roadmap with respect to national guidelines Participating in managing committees Leading the steering committee	Writing analyses Analysis available data Organising project meetings Managing communication between project stakeholders	Support mobility among students Structuring the organising of tutoring activities
	Examples	JSCS regional directors, deputy SGARs, deputy sub-director of HR strategy, head of the economic analysis and strategic monitoring office, head of	Business Analyst within a company	Educational coordinators

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		social accounts, 'economic intelligence' mission leader		
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7	Scope	Encouraging, supervising (monitoring?) and coordinating the activity of several departments in a complex, high-stakes environment Identifying and implement levers for change as part of a forward-thinking and innovative logic Setting strategic and operational goals for departments in a complex, high-stakes environment Defusing conflicts by negotiating with those involved about various challenges	Choosing and coordinating development projects based on the analysis of strategic data or market trends	Coordinating research activities Developing new lessons Leading strategic meetings Promoting membership of research terms in lab projects, the establishment
	Scenarios	High-level experts in their area of expertise develop the most appropriate responses	Identifying strategic projects for developing the company Organising the activity of departments and staff under your coordination in a strategic manner	Working in a network within the establishment and as part of an educational and research team – areas that involve high-stakes internal and external challenges
	Examples	A - 'Functional' senior executive, SGARs, General Director of the ARS, Rector in the academy, Deputy General Director in charge of a cluster, Director under the authority of the DGS B - High-level expert (local benchmark for the legal sector, specialist in public health policy, etc.) responsible for monitoring reforms, project manager in the aeronautics sector responsible for monitoring international funds, managing data administrator.	Company director (IT or property company)	A - Teacher/Researcher (Unilu and Galati) B - Teacher/Researcher, former manager of a lab, educational department and doctoral school

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8	Scope	<p>A - Choosing and supervising public action, particularly in situations of crisis.</p> <p>Assuming state responsibility at the highest level B - Being the national benchmark for your theme: adopting positions in high-stakes scenarios and/or times of crisis</p>	<p>Participating in, and developing, projects outside your main field of work: innovative projects with external partners, activities linked to higher education</p>	<p>A - Developing high-impact projects for the reputation of the company and for the community as a whole</p> <p>Seizing international opportunities B - Conveying knowledge/Developing new ideas in your field of expertise and other associated fields</p>
	Scenarios:	<p>Designing and developing the institution's service offering in accordance with European, federal and regional political guidelines</p> <p>Participating in decision-making around key issues within the institution:</p> <ul style="list-style-type: none"> - development of information system - forward-thinking management of in-house jobs - managing HR and monitoring budgets <p>Supporting/verifying the implementation of products and services in territories</p> <p>Participating in and/or presiding over working groups with national and European partners</p> <p>Guaranteeing responsibility for the implementation and maintenance of the ISO 9001-certified management system Representing management with socio-economic and institutional stakeholders For the expert profile Securing decision-making for strategic decision-makers</p>	<p>Developing a new, innovative business</p> <p>Teaching at the university by coordinating a team</p> <p>Participating in sector-based decision-making groups or consulting activities</p>	<p>Drafting/formulating reference texts on behalf of a scientific committee or transcribing a political decision.</p> <p>Finding a new answer that is applicable and not discussed</p> <p>Dealing with highly impactful and engrossing issues that require the mobilisation of stakeholders with a political scope (e.g. a new way of managing the establishment)</p> <p>Participating in an international network as an expert in your field</p> <p>Occupying the intersection of several international networks</p>

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		<ul style="list-style-type: none"> - by identifying societal changes and the impact of these societal changes on general and operational policy - by documenting the issues in order to inform decision-makers - by designing strategic responses that are appropriate for situations, in order to structure suitable action plans 		
	Examples	<p>A - 'Decision-making' senior executive, director of central administration, prefect, director of a ministerial cabinet, general director of services</p> <p>B - High-level expert and 'national benchmark in their field', ministerial spokesperson</p>	Company director (IT or property company)	<p>A - Teacher/Researcher (Unilu and Galati)</p> <p>B - Teacher/Researcher, former manager of a lab, educational department and doctoral school</p>