

Career Development at Learning Impact Model Limited

Professional Cadres - Grades & Expectations*

Grades	Expectations
NYSC	<p>This is an entry-level Grade, straight out of Tertiary Education without any professional working experience</p> <p>Employees at this level are challenged with routine professional tasks requiring them to implement clearly laid out project plans and actions and manage time and deliverables effectively in line with our vision, mission and values at LIM which define our culture and our way of life.</p>
Associate	<p>NYSC + 1-3 Years</p> <p>At this level, employees are expected to have demonstrated excellent performance at the entry level and be able to execute and manage projects and tasks successfully. They are expected to begin to be more tactical and able to engage clients and third parties professionally. They will be challenged with work that requires them to evaluate, analyze and contribute to tactical planning and decision making.</p>
Senior Associate	<p>Associate + 1-3 Years</p> <p>At this level, employees are expected to have demonstrated excellent performance as an Associate and are ready to start functioning at a Project Manager level, responsible for delivering tasks and Projects end to end. They will be representing the organization at client events and will work with little or no supervision.</p>
Assistant Manager/ Deputy Manager/ Manager/Consultant	<p>Senior Associate + 1-3 Years</p> <p>Having performed creditably as an Associate, employees at this level start to take more strategic responsibility that may include supervising younger professionals. They will also be more involved in client negotiations and interactions and must be able to represent the Company in the various work streams that they are. They are now a part of the Management Team and will be responsible for several important decisions within their Units/Teams, and provide mentorship and support to their team members</p>
Senior Manager/Senior Consultant	<p>This is a Senior Management position that requires substantial sacrifices to be made by employees. At this level, employees are expected to have an excellent knowledge of our business and be able to deliver high quality results for clients, and maintain high quality relationships with clients</p>

Associate Director/Associate Partner	<p>This is the entry-level for partners, where the employee has demonstrated an absolute commitment to the company's vision and mandate and is fully aligned. At this level, partners are fully committed and engaged and have developed themselves as "experts" in their fields. All Partners are part of the Bonus/incentive-pooling scheme as may be approved for their level by the Board.</p> <p>Partners may also be allotted Shares of the Company which gives them voting rights at the Company's General meetings and a residual claim to the Company's profits and losses like any other shareholder under the Companies & Allied Matters Act</p> <p>They may be completely responsible for a specific business line and have accountabilities for ensuring the absolute success of that business line. They will be responsible for determining the strategy of their businesses and working with other partners to ensure the success of that strategy</p>
Director/Partner	Partners at this level are responsible for more strategic decisions and may be appointed to head subsidiaries or associate companies within the Learning Impact Group.
Executive Director/Senior Partner	Partners at this level are members of the Company's Board of Directors and take individual and collective responsibility for the survival of the business. They are also responsible for governance issues and regulatory compliance where necessary.

* All Grades and expectations indicated are ONLY INDICATIVE. Actual appointments to different grades and promotions will be based on PERFORMANCE and the assessment of your POTENTIAL and ABILITY to function at those levels.

Your demonstrable behaviours must also align with our core values of leadership, learning, selling and serving for you to make progress within the organization, and our behavioural expectations of HUNGRY, AMBITIOUS< INNOVATIVE, LEADERS (#HAIL)