

Salary criteria for administrative, technical and library staff

Results

- results in relation to goals defined in LiU's strategy map, relevant operational plans and/or personal development talks (PD talks)
- to what extent the employee has carried out described assignments and completed them in time

Performance

- ability and motivation to adapt the effort to varied work conditions and work load
- ability to obtain and maintain high skills within areas relevant to the assignments
- how well have the assignments been carried out? (Quality, efficiency).
- ability to prioritize

Commitment

- positive approach on work and the assignments
- to take initiative
- curiosity and eagerness to learn more, creativity, openness to challenges (e.g. new methods, enhanced responsibility) and active participation in the development of operations
- loyalty towards operations regarding work and approach as well as towards taken decisions

Flexibility

- to welcome change and have the ability to adapt to changed conditions
- to continuously work with improvement of routines and/or service
- ability to see things from more than one perspective
- ability to collaborate both within and outside the university

Communication

- ability to express oneself clearly and to use a language that is adapted to the target audience, both in speech and in writing
- to use adequate information channels
- to share information that may be relevant to others or that they need
- to monitor and embrace information from the surrounding world, relevant to the profession

Employeeship

- active participation at division meetings and other workplace meetings.
- to show respect for each other's competence and roles
- to contribute to the group's professional and social fellowship and development