

Scale	UFO Job Families version 12 (1 July 2024)										
	Education and Research	Education and Research Support	Administrative and Secretarial Support	Health, Safety and Environment	Facility Services	ICT	Management and Administrative Support	Human Resources	Public Relations, Information and Communication	Student Support	
18	Dean1 Professor 1*										
17	Dean 2 Research Institute Director 1 Chair of the Capacity Group 1							Secretary to the Executive Board 1			
16	Education Institute Director 1 Research Institute Director 2 Chair of the Capacity Group 2 Professor 2*							Policy Director 1 Managing Director 1 Secretary to the Executive Board 2			
15	Education Institute Director 2 Research Institute Director 3 Chair of the Capacity Group 3							Policy Director 2 Managing Director 2 Service Department Director 1 Secretary to the Executive Board 3			
14	Education Institute Director 3 Senior Lecturer 1**	External Collaboration Coordinator 1 Business Developer 1	Controller 1					Policy Director 3 Managing Director 3 Service Department Director 2 Project Manager 1			
13	Teacher 1 Researcher 1 Senior Lecturer 2**	External Collaboration Coordinator 2 Business Developer 2 Knowledge Valorisation Officer 1 Education Manager 1	Controller 2 In-house accountant 1					Head of Department 1 Policy Advisor 1 Secretary to the Board 1 Managing Director 4 Project Manager 2			
12	Teacher 2 Researcher 2 Lecturer 1***	External Collaboration Coordinator 3 Knowledge Valorisation Officer 2 Education Development Officer 1 Education Manager 2 Data Steward 1	Controller 3 In-house accountant 2	Health, Safety and Environment Specialist 1		ICT Consultant 1 ICT Developer1 Service Level Manager 1		Head of Department 2 Policy Advisor 2 Secretary to the Board 2 Lawyer 1 Project Manager 3 Information Manager 1 Managing Coordinator 1	Communications Adviser 1 Editor 1		
11	Teacher 3 Researcher 3 Lecturer 2***	External Collaboration Coordinator 4 Scientific Information Specialist 1 Audio-Visual Technician (direction) 1 Knowledge Valorisation Officer 3 Education Development Officer 2 Education and Research Technician – O profile 1 Skills Trainer 1 Data Steward 2	Controller 4 In-house accountant 3 Administrative Processes and Systems Officer 1 Treasurer 1 Record Manager 1	Health, Safety and Environment Specialist 2	Purchasing Officer 1	ICT Manager 1 ICT Consultant 2 ICT Developer 2 ICT Process Coordinator 1 Service Level Manager 2		Head of Department 3 Policy Advisor 3 Secretary to the Board 3 Lawyer 2 Project Manager 4 Information Manager 2 Managing Coordinator 2	Instructor 1 Human Resources Adviser 1 Confidential Adviser 1	Communications Adviser 2 Editor 2	Cultural Affairs Officer 1 Student Counsellor 1 Student Psychologist 1
10	Teacher 4 Researcher 4 PhD Candidate	Scientific Information Specialist 2 Audio-Visual Technician (direction) 2 Knowledge Valorisation Officer 4 Education Development Officer 3 Science Shop Officer 1 Education Coordinator Education/Research Officer 1 Education and Research Technician– O profile 2 Data Steward 3 Skills Trainer 2	Administrator 1 In-house accountant 4 Administrative Processes and Systems Officer 2 Management Information Officer 1 Treasurer 2 Record Manager 2	Health, Safety and Environment Coordinator 1 Health, Safety and Environment Specialist 3	Facilities Account Manager 1 Purchasing Officer 2 Contract Management Officer 1 Technical Project Officer 1	ICT Manager 2 ICT Consultant 3 ICT Developer 3 ICT Process Coordinator 2 Service Level Manager 3 IT Functional Manager 1		Head of Department 4 Policy Advisor 4 Lawyer 3 Project Leader 1 Secretary 1 Information Manager 3 Managing Coordinator 3	Corporate Social Worker 1 Terms of Employment Officer 1 Mobility Officer 1 Instructor 2 Human Resources Adviser 2 Confidential Adviser 2 Recruiter 1	Communications Adviser 3 Editor 3 Translator/Interpreter 1	Internationalisation Officer 1 Cultural Affairs Officer 2 Sports Instructor 1 Internship Coordinator 1 Student Counsellor 2 Student Psychologist 2 Study Adviser 1 Career Adviser 1
9		Scientific Information Specialist 3 Audio-Visual Technician (direction) 3 Science Shop Officer 2 Education/Research Officer 2 Paramedic 1 Education and Research Technician – O profile 3 Education and Research Technician – V profile 1 Data Steward 4 Skills Trainer	Administrator 2 Administrative Processes and Systems Officer 3 Management Information Officer 2 Record Manager 3	Health and Safety Consultant 1 Health, Safety and Environment Coordinator 2 Health, Safety and Environment Quality Manager 1	Operations Engineer 1 Facilities Account Manager 2 Purchasing Officer 3 Contract Management Officer 2 Technical Project Officer 2	ICT Manager 3 ICT Coordinator 1 ICT Developer 4 ICT Process Coordinator 3 Service Level Manager 4 IT Functional Manager 2		Policy Advisor 5 Project Leader 2 Secretary 2 Team Leader 1 Managing Coordinator 4	Corporate Social Worker 2 Terms of Employment Officer 2 Mobility Officer 2 Instructor 3 Human Resources Adviser 3 Confidential Adviser 3 Recruiter 2	Communications Officer 1 Editor 4 Translator/Interpreter 2	Student Affairs Officer 1 Sports Instructor 2 Internship Coordinator 2 Study Adviser 2 Career Adviser 2 Internationalisation Officer 2
8		Scientific Information Specialist 4 Audio-Visual Technician (direction) 4 Science Shop Officer 3 Education/Research Officer 3 Paramedic 2 Education and Research Technician – O profile 4 Education and Research Technician – V profile 2	Administrator 3 Administrative Processes and Systems Officer 4 Management Information Officer 3 Management-office assistant 1 Record Manager 4	Health and Safety Consultant 2 Health, Safety and Environment Coordinator 3 Health, Safety and Environment Quality Manager 2 Waste and Hazardous Substances Officer	Operations Engineer 2 Purchasing Assistant 1 Contract Management Officer 3 Operations Technician 1 Technical Project Officer 3	ICT Manager 4 ICT Coordinator 2 ICT Developer 5 ICT Process Coordinator 4 IT Functional Manager 3		Project Leader 3 Secretary 3 Team Leader 2	Terms of Employment Officer 3 Instructor 4 Human Resources Assistant 1	Communications Officer 2 Editor 5 Translator/Interpreter 3	Student Affairs Officer 2 Internationalisation Officer3 Sports Instructor 3 Career Adviser 3
7		Library Services Officer 1 Audio-Visual Technician (production) 1 Education/Research Officer 4 Plant/Animal Laboratory Technician/Bio-engineer 1 Education and Research Technician – V profile 3	Administrator 4 Record Administrator 1 Management-office assistant 2	Medical/Dental Assistant 1	Operations Engineer 3 Purchasing Assistant 2 Cook 1 Contract Management Officer 4 Printing and Reproduction Services Assistant 1 Front Office Assistant 1 Operations Technician 2 Technical Administrator 1 Sales Assistant 1	ICT Manager 5 ICT Coordinator 3 Operator 1 IT Functional Manager 4		Team Leader 3	Instructor 5 Human Resources Assistant 2	Communications Officer 3	Student Affairs Officer 3 Sports Instructor 4
6		Library Services Officer 2 Audio-Visual Technician (production) 2 Education/Research Officer 5 Plant/Animal Laboratory Technician/Bio-engineer 2 Education and Research Technician - V profile 4	Administrative Assistant 1 Record Administrator 2 Management-office assistant 3	Medical/Dental Assistant 2	Craftsperson 1 Security Guard 1 Purchasing Assistant 3 Cook 2 Printing and Reproduction Services Assistant 2 Front Office Assistant 2 Internal Services Assistant 1 Operations Technician 3 Technical Administrator 2 Sales Assistant 2	ICT Coordinator 4 Operator 2		Team Leader 4			
5		Library Services Officer 3 Audio-Visual Technician (production) 3 Education/Research Assistant 1 Plant/Animal Laboratory Technician/Bio-engineer 3 Education and Research Technician – V profile 5	Administrative Assistant 2 Record Administrator 3 Management-office assistant 4	Medical/Dental Assistant 3	Craftsperson 2 Security Guard 2 Cook 3 Printing and Reproduction Services Assistant 3 Front Office Assistant 3 Grounds and Roads Maintenance Assistant 1 Internal Services Assistant 2 Operations Technician 4 Porter/Receptionist/Telephone Operator 1 Technical Administrator 3 Sales Assistant 3	ICT Coordinator 5					
4		Education/Research Assistant 2 Plant/Animal Laboratory Technician/Bio-engineer 4	Administrative Assistant 3 Record Administrator 4		Craftsperson 3 Cook 4 Logistics Assistant 1 Printing and Reproduction Services Assistant 4 Grounds and Roads Maintenance Assistant 2 Internal Services Assistant 3 Catering Assistant 1 Operations Technician 5 Porter/Receptionist/Telephone Operator 2 Invigilator 1 Sales Assistant 4						
3		Education/Research Assistant 3 Plant/Animal Laboratory Technician/Bio-engineer 5	Administrative Assistant 4		Logistics Assistant 2 Printing and Reproduction Services Assistant 5 Internal Services Assistant 4 Catering Assistant 2 Porter/Receptionist/Telephone Operator 3 Invigilator 2						
2					Logistics Assistant 3 Catering Assistant 3 Catering Assistant 4 Cleaner						
1											

\* Professor 1: old scale Professor B / Professor 2: old scale Professor A \*\* Associate Professor (American English) \*\*\* Assistant Professor (American English)

Rare Job Profiles	Scale
Acquisition Officer	11-13
Anaesthesia Assistant (Veterinary Medicine)	8
Beadle	6
Carillonneur	7
Clinician	11-13
Company Doctor	10 & 12
Data Protection Officer	11-12
Dental Technician	6-10
Fire Brigade Assistant	7
Hazardous Substances Logistic Support Officer	4-5
Image Editor	7
Ombudsperson	13
Pharmacist	12
(Animals) Pharmacist Assistant	6 & 8
Security Assistant	6
Specialist in training	10
Students (general) practitioner / dentist	13
Theatre Technician	4-5 & 7
University Pastor	11

Education and Research (FF1) - Appendix	
Clinician	11-13
Professional Doctorate in Engineering (TOIO)	TOIO
Specialist in training	10

Last change of this document (JH): 3 July 2024