**JUSTIFICATION AND CONTEXT SUMMARY**

FOR FULL-TIME ADMINISTRATION NON-BARGAINING UNIT POSITIONS

**Instructions:**

Complete this document if you wish to provide additional context and/or other relevant information **pertaining to the job** that you believe is important to know, in order to appropriately evaluate the job.

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| **1. JOB VALUE TO THE DEPARTMENT/DIVISION/COLLEGE:** |

*Provide any additional information or description that was NOT already captured in the Job Fact Sheet (JFS):*

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| **2. KEY CONTEXTS** |

*The following perspectives best described the job today:* ***(Select all that apply)***

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| **Perspectives** | **X** |  | **X** |
| There is a high turnover rate and currently  an internal gap for this job or jobs like this |  | This skill crosses multiple industries and  multiple regions (including international) |  |
| This is considered a ‘hot skills job” – the  demand for the skill out-weighs the supply |  | This job is best benchmarked within the  higher education sector |  |
| The skill complexity for this job is high (skill complexity describes how specialized and blended the learning and years of experience required to perform this job can be) |  | This job is best benchmarked outside the  higher education sector |  |

*There is an urgency for this job due to:*

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*In which industry/sectors would you look to draw your talent for this position:*

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| **3. PROVIDE ANY ADDITIONAL INFORMATION YOU FEEL IS APPROPRIATE TO BETTER UNDERSTAND THIS JOB** |
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