Individual Contributor Level 4 is...

a broadly recognized expert, inventor of subject matter content, creator of standard for others
IC4 Level Guidelines

- Expert-level position possessing advanced professional and/or technical skills working under limited or no supervision
- Applies high-level professional knowledge and expertise to focus on ISU’s mission and meeting division, department or work unit goals
- Solves complex issues using highly developed problem resolution skills
- Regularly provides recommendations regarding problems/issues outside the bounds of defined procedures and practices
- Utilizes high-level professional knowledge and expertise to provide guidance, recommendations, and sets standards related to strategy, policy, and mission
- Leads projects of moderate to high scope and complexity with broad impact
- May provide supervision to other department staff (i.e., leads a small work team)
- Typically possesses an undergraduate degree and 8 or more years of experience; graduate level coursework or degree and/or professional credentialing preferred
IC4 Job Profiles

28

of ~600 job profiles considered individual contributor level 4

*as of 9/20/2020
Reminders

- IC4 is an aspirational level – even for job series that have a fourth level, not all P&S employees can or will advance to this level.
- IC4 levels are intended to reflect the highest level of expertise, innovation and strategy involvement in a job.
- Not all job series have a 4th level recognized in the market because not all jobs have characteristics that allow for a 4th level.
- IC4 level jobs will be limited.