Promotion system; commercial sector, health sector

Head of department level (20-35 people) and above

1. Vacancy arises due to a resignation, or change to new structure
2. Position advertised, for external and internal candidates
3. Applications to be open for 4 weeks, with a specified closing date
4. Application by a half-page letter, setting out the applicant’s ideas for the organization and future of the department, division, etc. and briefly the person’s previous experience
5. Applications then reviewed for 1 week, possibly with interview to discuss ideas with one or more of the applicants, a decision at the end of that week (7 days).

Positions at that level and above can chose their own organizational structure below them

Lower level promotions determined by the manager or department head

Sideways moves of responsibilities for products, activities etc. by negotiation between the heads at that level (e.g. which department will take responsibility for a new product)

Commercial sector structure

Board of directors

*management*

+--CEO

| General Manager

+--Head of division Director of a research area, etc

|

+--Head of department

|

+--Team manager/leader

Senior staff member

Staff member

General Manager, handles individual projects rather than a division or department