

Revised Application Documentation: Version 5 /22 May, 2015

## **QUALIFICATION FILE – CONTACT DETAILS OF SUBMITTING BODY**

### **Name and address of submitting body:**

Life Sciences Sector Skill Development Council

13, Palam Marg, 3<sup>rd</sup> Floor, Vasant Vihar, New Delhi, PIN 110057

Phone: +91 11 41042407/ 408, E-mail: info@lssdc.in

### **Name and contact details of individual dealing with the submission**

**Name:** Mr. Anshul Saxena

**Position in the organisation:** Director- NOS Development & Curriculum Advisory

### **Address if different from above**

Same as Above

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**E-mail address:** anshul.saxena@lssdc.in

## **List of documents submitted in support of the Qualifications File**

1. Qualifications Pack
2. RFP for development of Occupational Standards detailing the selection process as well
3. Profile of Project Team from Consultant (Inclusive of Industry Expert)
4. LSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver 1.00.
5. Sample of Assessors Guide
6. Minutes of meeting of Governing Body
  - a. Composition of National Committee of NOS
  - b. Approval of Occupational Standards by National Committee and Governing Body
7. NSDC Sector Skill Gap Report for Life Sciences Sector is available at  
<http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>
8. Occupational Map and Career Progression Map

9. Draft MoU with Industry
10. List of companies and Industry associations participated in the development of these qualification packs
11. List of QP/NOS validating companies ( Under Development)

## QUALIFICATION FILE SUMMARY

<b>Qualification Title</b>	Coordination Manager - Life Sciences (LFS/Q0605)
<b>Body/bodies which will assess candidates</b>	Life Sciences Sector Skills Council
<b>Body/bodies which will award the certificate for the qualification.</b>	Life Sciences Sector Skills Council
<b>Body which will accredit providers to offer the qualification.</b>	Life Sciences Sector Skills Council
<b>Occupation(s) to which the qualification gives access</b>	Coordination Manager- Life Sciences falls under Supply Chain Occupation. The individual is responsible for the supervision of the inbound and outbound goods and inventory, managing the buying and delivery process of goods and the placement and delivery of purchase orders. The job requires individual to use the knowledge of supply chain function in life sciences industry, knowledge and understanding of supply chain concepts and application (e.g., just in time, material requirement planning), use of IT in supply chain like Ms. Office, SAP etc, organizational SoPs and coding system for material movement. The individual applies skills like Communication skills, Problem solving, analytical thinking, and plan and organize and decision making. The job role holder has responsibility of own work and learning and full responsibility for other's work and learning
<b>Proposed level of the qualification in the NSQF.</b>	Level 6
<b>Anticipated volume of training/learning required to complete the qualification.</b>	280 Hours
<b>Entry requirements / recommendations.</b>	B.Tech/ Graduate in any field/ B.Pharma (Preferable) with 5-6 years of experience in the related field
<b>Progression from the qualification.</b>	<p><b>Upward progression:</b></p> <ul style="list-style-type: none"> <li>• Logistics and Licensing Head</li> </ul> <p><b>Lateral/ Horizontal progression:</b></p> <ul style="list-style-type: none"> <li>• Supply Chain Manager</li> <li>• Manager Tender Business</li> <li>• Supply Planning Manager</li> <li>• Demand Planning Manager</li> </ul>
<b>Planned arrangements for RPL.</b>	RPL arrangements and policies are under development.
<b>International Comparability</b>	<p>While preparing the NOSs, a detailed secondary desk research was conducted. The European, South African and Australian NOSs were referred to. The relevant International NOSs for the job role are listed below for reference:</p> <p>UK NOS</p> <ul style="list-style-type: none"> <li>• COGLS7 Plan and run projects for life science related work activities</li> <li>• COGLS322 Plan, conduct and manage projects, operations or investigations in life sciences and related industries</li> </ul>

- SFHPHARM23 check documentation and materials
  - COGLS2 Maintain effective and efficient working relationships
- Switzerland NOS
- Refer page no. 241, Unit Group 4323, page no. 110 Unit Group 1324; International Standard Classification of Occupations ILO Geneva, ISCO–08 Volume I ([http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_172572.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_172572.pdf))
- Australia NOS
- Complete receipt/despatch documentation
  - Apply Just in Time (JIT) procedures
  - Direct ICT in a supply chain
  - Apply knowledge of logistics
  - Apply integrated logistics support processes and procedures
  - Participate effectively in a workplace environment
- South Africa NOS
- Act in accordance with ethical and legal codes of pharmaceutical representation and the laws of the country
  - Apply ethical and legally compliant behaviour in pharmaceutical and health environments

#### Formal structure of the qualification

Title of unit or other component (include any identification code used)	Mandatory/ Optional	Estimated size (learning hours)	Level
LFS/N0606 To streamline the various functions of supply chain management	Mandatory	90	Level 6
LFS/N0607 To plan and control supply chain management process	Mandatory	60	Level 6
LFS/N0608 To manage, coordinate and interact with people across supply chain function	Mandatory	50	Level 6
LFS/N0609 To ensure compliance and exchange of information	Mandatory	40	Level 6
LFS/N0102 To carry out reporting and documentation	Mandatory	40	Common across Level 2-6

Please attach any document giving further detail about the structure of the qualification – eg a Curriculum or Qualification Pack.

Give details of the document here:

- Qualifications Pack is attached in Annexure 1

## SECTION 1

### ASSESSMENT

#### **Name of assessment body:**

If there will be more than one assessment body for this qualification, give details.

1. **Confederation of Indian Industry (CII)**, having its headquarters at The Mantosh Sodhi Centre, 23, Institutional Area, Lodi Road, New Delhi, PIN- 110003
2. **Aspiring Minds Assessment Private Limited**, having its registered office at 24, Pusa Road, New Delhi, PIN- 110005

#### **Will the assessment body be responsible for RPL assessment?**

Not all, only **Aspiring Minds Assessment Private Limited**, having its registered office at 24, Pusa Road, New Delhi, PIN-110005

Give details of how RPL assessment for the qualification will be carried out and quality assured.

RPL arrangements and policies are under development.

**Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, consistent and fair and show that these are in line with the requirements of the NSQF:**

**Assessment Agencies:** An assessment agency is selected on the basis of

- Prior experience and understanding of Life Sciences or similar sector.
- Experience in conducting assessments for similar job roles.
- Manpower and Technical capabilities.
- Geographical reach
- Existing Network in the Life Sciences Sector
- Agencies internal policies to maintain Standards, Quality & professional Integrity
- Agencies policy in assessor management

**Assessment development:** The assessment development is done with close monitoring and support of LSSSDC at every stage.

Steps for assessment development:

- Selection of assessment tool(s) depending on the assessment criteria prescribed in that QP.
- Developing blue print of the question paper, Viva, Demonstration, whatever are selected tools.
- Development of lay-out of Question paper is such that the entire PCs (Performance Criteria) of that QP are covered.
- Score per question maps with the weightage given to that PC, in the assessment criteria and the level of difficulty of the question.
- **SME:** An expert from industry is selected who is called "Subject Matter Expert". This SME must have over 13-15 years of experience in the industry, on same job role.
- **SME** is screened and approved by LSSSDC. He is oriented by both LSSSDC and Assessment agency on – creating question Bank, level of questions, end desired outcome of the assessment.

**Assessor:** The Assessors are engaged to conduct the assessments. The selection takes place as follows

- LSSSDC defines the criteria for profile of an assessor.
- Assessor is a person who is currently working in the same industry on same or higher job role and has minimum 5-7 years of experience.
- Based on this, Assessment agency locates the right people from the Industry and LSSSDC approves them after screening (they are screened on basis of resume and interview).
- Once selected, the assessor is oriented by LSSSDC and Assessment agency on various aspects of the assessment and management of assessment, such as
  - QP and its background.

- Training on Assessment methodology and how to use Assessment tools. Scoring system. (as per the attached assessment guide)
- Maintain integrity at the assessment site.
- Crisis handling and support system available for the same.
- Scope of his authorities
- Administrative responsibilities.
- Required documentation of Trainee credentials, VTP credentials, mark sheet management.
- Confidentiality management.
- Assessment agency signs the agreement letter with the Assessor.
- LSSSDC certifies the Assessor.

**Assessment process:**

- Assessment date is decided with common agreement of VTP and assessment agency.
- Assessment agency ensures the availability of required infrastructure, tools for the assessment.
- Assessor is provided with location details of the VTP. He contacts VTP a day prior to the assessment to ensure that all the aspects are well managed.
- The trainees are scheduled in such a way that an assessor shall not assess more than 20 candidates in a day.
- Assessor and a representative from Assessment agency are present on the day of assessment to manage the process at assessment location.
- They carry an identity card and letter from the council authorising to conduct the assessment.
- Assessor ensures authenticity of Trainee's identity by verifying the documents (any document issued by GOI, such as Ration card, Adhar Card, Driving Licence, Passport, election card etc)
- Assessor maintains the records of attendance, verified documents, Score sheets, answer sheets and whatever applicable.
- Assessor collects evidences of the assessment in best possible way (videos, pictures, voice recordings etc)
- Assessor maintains complete confidentiality of the score, compiles the data and document and sends it to assessment agency.
- The assessment agency after processing the results and putting them in standard format hands over to LSSSDC within 7 days of assessment.
- LSSSDC cross checks and validates the data and declares the result to VTP.
- Passed candidates are provided with certificate

**Assessment tools:** Assessment tools for a QP are decided on the basis of composition of knowledge and skill in that particular QP. All assessments shall have at least two tools unless indicated otherwise. All assessments carry time allotment required per trainee, within which the assessment should be completed.

**Written test:**

Scope – Is used to test the knowledge component of the QP.

Tools – Pen and Paper in form of OMR sheet, computer or tab based online or offline.

Method – objective type questions, match the columns, fill in the blanks, tick the odd man out, choose the correct option, choose the best answer, True or false, Identify the object, tool or machinery, arrange in proper sequence.

Analysis – Question paper is divided in sections. Each Section intends to assess a particular knowledge field of the trainee. Thus section wise calculation of marks gives the clear idea of the areas of improvement or expertise of the trainee. While a consolidated marks gives the overall rating of the trainee.

**Viva**

Scope – Is used to test the knowledge and understanding and breadth of awareness about the subject. Some personality traits and generic skills (such as – promptness, sharpness, communication skills, depth of knowledge, comprehension, presentation, patience etc) can also be tested required for the QP.

Tools – Direct dialogue between assessor and Trainee.

Method – Direct questions open and close ended questions, situation based questions, analytical questions, and decision making based questions. Different questions are included to test relevant PCs from the QP

Analysis – Assessor is provided with spectrum of ready answers to be expected from trainee. This reduces effect of subjectivity of the assessor. Comparative quality of trainees with in a batch or different institutes can

be gauged.

**Practical Test**

Scope – Is used to test primarily the Skill component of the QP. Trainee’s expertise in handling and managing the tools and situation is tested.

Tools – Demonstration, role play.

Method – A situation is narrated or created in front of the trainee and he is asked to react to it. The selected situations are based on real situations. They are predefined and provided to assessor. Assessor is provided with spectrum of reactions to be expected from trainee. Based on these guidelines the assessor fills the score sheet.

Analysis –Practical tests are analysed on knowledge and skill component.

Please attach any documents giving further information about assessment and/or RPL.

Give details of the document(s) here:

- LSSSDC Protocol for Accreditation of Assessment Agencies and Assessment Guideline Ver1.00
- Sample of Assessors Guide

**ASSESSMENT EVIDENCE**

Assessable Outcome	Assessment Criteria	Total Marks (600)	Out Of	Theory	Practical
LFS/N0606 (To Streamline the various functions of supply chain management)	PC1. work closely with planner	100	6	3	3
	PC2. analyze the movement of imported goods into the branches to optimize service at the lowest transportation cost		6	2	4
	PC3. direct the movement of imported goods into the branches		6	2	4
	PC4. balance the inventory levels of imported goods across the branch network		6	3	3
	PC5. analyze reports to identify issues with import supply chain		8	4	4
	PC6. coordinate appropriate methods to distribute products to branches in a cost effective manner		6	3	3
	PC7. work closely with demand planning to understand demand fluctuations or issues		5	2	3
	PC8. conduct and facilitate service area and state-wide product evaluations		5	2	3
	PC9. process and resolve issues via sap apo system		6	3	3
	PC10. set up special logistics arrangements as needed for delivery of goods		5	3	3

	PC11. work closely with domestic expeditor responsible for branch deployment to provide direction on specific deployments targeted at improved service		6	3	3
	PC12. review and develop all current supply chain systems to ensure they are fit for purpose and accurate		6	3	3
	PC13. ensure all current systems are managed in the most efficient way		5	2	3
	PC14. ensure a pro-active approach at all times within the role, keeping a commercial focus		6	2	4
	PC15. reporting any areas of potential concern to the right people within the department		5	2	3
	PC16. ensure any inconsistencies with orders are resolved in a timely manner		7	3	4
	PC17. provide suggestions for improvement to ensure cost control and minimization		6	3	3
	Total		100	45	55
LFS/N0607 (To Plan and control of supply chain management process)	PC1. capacity planning from a short to long term perspective, identifying gaps and suggesting proposals to enhance performance	<b>100</b>	20	10	10
	PC2. design, develop and implement customized plans for efficient and cost effective supply-chain management		20	5	15
	PC3. implement strategies to improve systems with strong focus on meeting inventory keeping norms and customer satisfaction as top priorities		20	5	15
	PC4. ensure regular assessment of policies		20	10	10
	PC5. review of policies		20	10	10
	Total		100	40	60
	PC1. confer with planning team to eliminate difficulties and delays.	<b>100</b>	4	2	2
	PC2. manage effective relationships with members of the supply chain by		4	2	2

LFS/N0608 (To Manage, coordinate and interact with people across supply chain function Purpose)	utilizing key negotiation skills effectively			
	PC3. working closely with both the planning and purchasing department to ensure effective communication routes are open and all parties are up to date with activities	5	2	3
	PC4. lead various functional teams through all stages of the process ensuring accurate and actionable volume plans	6	2	4
	PC5. convey organizational strategy to the teams	4	2	2
	PC6. ensure that the team is onboard with the organizational strategies	4	2	2
	PC7. communicate departmental objectives and provide leadership direction to achieve goals	4	2	2
	PC8. manage and support recruitment	4	2	2
	PC9. delineation of individual roles, appropriate delegation of responsibility	4	2	2
	PC10. set KRA's for direct reports, monitor overall team's KRA's, conduct performance appraisal, ensure clarity	4	2	2
	PC11. facilitate the development of subordinates through constant on and off the job learning, job rotation etc.	4	2	2
	PC12. guide, motivate and develop the subordinates.	5	2	3
	PC13. oversee staff deployment and drive motivation levels of the team	5	2	3
	PC14. monitor staff welfare and facilitate complaint resolution	5	2	3
	PC15. manage efficiency levels and drive timely delivery of all operational targets	6	2	4
	PC16. managers- provide inputs around supply chain management process to be able to align organizational goals and take	5	2	3

	key business decisions				
	PC17. quality head – collaborate to ensure the effectiveness of existing processes and to incorporate improvements, if any		6	3	3
	PC18. department Heads- SAP Cell, Stores, Dispatch, PPC (Production, Planning & Control), Support- Materials, Total Cost Management Control – Collaborate to gather critical information, facts and data from the business		5	2	3
	PC19. front line business heads- continuous interaction with the front line sales/commercial business heads to ensure demand consolidation,		5	2	3
	PC20. validation and thereafter suggest corrections		5	2	3
	PC21. suppliers, contractors and vendors - continuous evaluation and maintaining long term relationships with the vendors and contractors and ensuring all company policies and procedures are followed		6	3	3
	<b>Total</b>		<b>100</b>	<b>44</b>	<b>56</b>
LFS/N0609 (To ensure compliance and exchange of information Purpose)	PC1. review SAP periodic reports to carry out the departmental checks in compliance with rules and regulations and other statutory requirements	<b>100</b>	30	15	15
	PC2. review updates on cost impacts, cost estimates, stock management, feasibility analysis to carry out the departmental functions in compliance with rules and regulations and other statutory requirements		20	10	10
	PC3. identify variation from the regulatory guidelines and correction of the same		20	10	10
	PC4. comply with organization’s policies, procedures, guidelines		10	5	5
	PC5. maintain confidentiality of strategic information		10	5	5

	PC6. communicate information to all relevant people in timely manner		10	5	5
			100	50	50
LFS/N0102 (To carry out reporting and documentation)	PC1. report data/problems/incidents as applicable in a timely manner	100	10	5	5
	PC2. report to the appropriate authority as laid down by the company		10	5	5
	PC3. follow reporting procedures as prescribed by the company		10	5	5
	PC4. identify documentation to be completed relating to one's role		10	5	5
	PC5. record details accurately in an appropriate format		10	5	5
	PC6. complete all documentation within stipulated time according to company procedure		10	5	5
	PC7. ensure that the final document meets regulatory and compliance requirements		10	5	5
	PC8. make sure documents are available to all appropriate authorities to inspect		10	5	5
	PC9. respond to requests for information in an appropriate manner whilst following organizational procedures		10	5	5
	PC10. inform the appropriate authority of requests for information received		10	4	6
	Total		100	49	51

## **SECTION 2**

### **EVIDENCE OF NEED**

**What evidence is there that the qualification is needed?**

While collecting data from the industry for development of the occupational map, we also took inputs on the list of unique roles and the roles to be prioritized, w.r.t. workforce volume and skilling needs. These inputs have been used for subsequent qualification packs development.

**What is the estimated uptake of this qualification and what is the basis of this estimate?**

Skills Gap analysis Reports for industry demand and secondary research data is the basis, though these do not lend to accurate demand projection. The link to NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

- Feedback from industry for demand though again sample size may not lend to accurate figures
- Training duration, and current and potential training capacity envisaged
- An LMIS development initiative is being put in place to be more precise regarding the demand and supply

**What steps were taken to ensure that the qualification(s) does/do not duplicate already existing or planned qualifications in the NSQF?**

The NSDC list of Approved and Under-development QPs has been checked for overlap

Quality team of NSDC has done the 2<sup>nd</sup> level check before QRC presentation

The QP is under Industry validation and post completing the validation exercise, the QP will be resubmitted for QRC approval as per laid down protocol of NSDC.

**What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?**

Workshops with Industry Associations of Employers are part of continuous awareness drive and will be utilized as a channel to get a continual feedback from Industry

The Qualification has been uploaded on SSC website for public with a request for feedback on qualification to be sent to an identified mail address

SSC will be engaged with Training Providers and Authorised educational institutions, who are imparting trainings as per QP guidelines, to gather feedback in implementation

Monitoring of candidate Assessment Result will be carried out

Employer feedback will be sought post placement of trainee's batch

A formal review is scheduled in two year time frame

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- NSDC Human Resource & Skills Requirement in Life Sciences Sector is <http://nsdcindia.org/sites/default/files/files/Pharmaceuticals.pdf>

## SECTION 3

### SUMMARY EVIDENCE OF LEVEL

#### Summary of Direct Evidence:

Generic NOS is/are linked to the overall authority attached to the job role.

Coordination Manager - Life SciencesLFS/Q0605					
Process Required	Professional Knowledge	Professional Skills	Core Skills	Responsibility	Level
<p>The job demands wide range of specialized technical skill, clarity of knowledge and practice in broad range of activity involving standard/ non standard practices For example:</p> <ul style="list-style-type: none"> <li>- coordinate appropriate methods to distribute products to branches in a cost effective manner and direct the movement of imported goods into the branches</li> <li>- work closely with demand planning to understand demand fluctuations or issues</li> <li>- conduct and facilitate service area and state-wide product evaluations</li> <li>- review and develop all current supply chain systems to ensure they are fit for purpose and accurate</li> <li>- perform capacity</li> </ul>	<p>The role holder uses factual and theoretical knowledge in broad context within a field of work or study. For example:</p> <ul style="list-style-type: none"> <li>- To review of policies, and supply chain systems and to coordinate appropriate methods to distribute products to branches uses the knowledge of supply chain function in life sciences industry, concepts of material management and import guidelines and import management</li> <li>- to perform capacity planning applies knowledge of demand fluctuations, supply chain concepts like First in First out, Just in time and lean sigma, project management</li> </ul>	<p>The role holder uses a range of cognitive and practical skills required to generate solutions to specific problems in a field of Supply Chain. For example:-</p> <ul style="list-style-type: none"> <li>- To review of policies, and supply chain systems and to coordinate appropriate methods to distribute products to branches uses the skills like analytical and critical thinking, plan and organizing communication and decision making skills.</li> <li>- to perform capacity planning uses skills like plan and organize, analytical thinking, problem solving and decision making</li> <li>- to facilitate the development of subordinates through constant on and off the job</li> </ul>	<p>The role holder is required to be reasonably good in mathematical calculation, understanding of social political and reasonably good in data collecting organizing information and logical communication. For example:</p> <ul style="list-style-type: none"> <li>- To review updates on cost impacts, cost estimates, stock management, feasibility analysis individual is required to use complex mathematical calculation and logical reasoning. The mathematical skills are also being used while performing the capacity planning.</li> <li>- To review of policies, and supply chain systems and to</li> </ul>	<p>The job role holder has responsibility of own work and learning and full responsibility for other's work and learning</p> <ul style="list-style-type: none"> <li>- coordinate appropriate methods to distribute products to branches in a cost effective manner and direct the movement of imported goods into the branches</li> <li>- work closely with demand planning to understand demand fluctuations or issues</li> <li>- conduct and facilitate service area and state-wide product evaluations</li> <li>- review and develop all current supply chain systems to ensure they</li> </ul>	Level 6

<p>planning from a short to long term perspective, identifying gaps and suggesting proposals to enhance performance</p> <ul style="list-style-type: none"> <li>- review of policies, procedure and guidelines to match the overall business goals</li> <li>- confer with planning team to eliminate difficulties and delays.</li> <li>- facilitate the development of subordinates through constant on and off the job learning, job rotation etc.</li> <li>- review updates on cost impacts, cost estimates, stock management, feasibility analysis to carry out the departmental functions in compliance with rules and regulations and other statutory requirements</li> </ul>	<p>tools and</p> <ul style="list-style-type: none"> <li>- to facilitate the development of subordinates through constant on and off the job learning, job rotation etc. uses the knowledge of their motivational needs, responsibilities in organization and skill needs, escalation matrix and .</li> <li>- To review updates on cost impacts, cost estimates, stock management, feasibility analysis applies knowledge of cost accounting and budgeting and inventory management principles and practices, knowledge of software like SAP/ BaaN, Ms. Office etc. , knowledge of different market players and their vendors</li> </ul>	<p>learning, job rotation etc. uses the skills like communication, analytical and critical thinking and decision making.</p> <ul style="list-style-type: none"> <li>- To review updates on cost impacts, cost estimates, stock management, feasibility analysis uses analytical and critical thinking, plan and organize and communication skills</li> </ul>	<p>coordinate appropriate methods to distribute products to branches uses understanding of local/ state/ national/ global laws, regulations, and understanding of all sub functions of supply chain amangement like import, export, liscensing, logistics etc.</p> <ul style="list-style-type: none"> <li>- In all review and coordination activities data is collected, organized from multiple stakeholder and the logical communication in both written and oral communication is made between multiple stakeholders.</li> <li>- While facilitating the subordinate development role holder has good understanding of all sub functions of supply chain and motivational and skilling needs of the subordinates.</li> </ul>	<p>are fit for purpose and accurate</p> <ul style="list-style-type: none"> <li>- perform capacity planning from a short to long term perspective, identifying gaps and suggesting proposals to enhance performance</li> <li>- review of policies, procedure and guidelines to match the overall business goals</li> <li>- confer with planning team to eliminate difficulties and delays.</li> <li>- facilitate the development of subordinates through constant on and off the job learning, job rotation etc.</li> <li>- review updates on cost impacts, cost estimates, stock management, feasibility analysis to carry out the departmental functions in compliance with rules and regulations and other statutory requirements</li> </ul>	
Level 6	Level 6	Level 6	Level 6	Level 6	

**OTHER EVIDENCE OF LEVEL** [This need only be filled in where evidence other than primary outcomes was used to allocate a level] **(Optional)**

**Summary of other evidence (if used):**

1. Internship Monitoring report available at VTP for each candidate for internship period duly signed by Industry authorized person

**SECTION 4**

**EVIDENCE OF RECOGNITION OR PROGRESSION**

**What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

Horizontal and vertical mobility options have been articulated while developing the standard. For Example:

Coordination Manager- Life Sciences can qualify for Logistics and Licencing Head job role as vertical progression after an experience of 5 years as Coordination Manager- Life Sciences.

The job holder also have option to move as lateral progression for job role of Supply Chain Manager

Please attach any documents giving further information about any of the topics above.

Give details of the document(s) here:

- Occupational Map and progression matrix