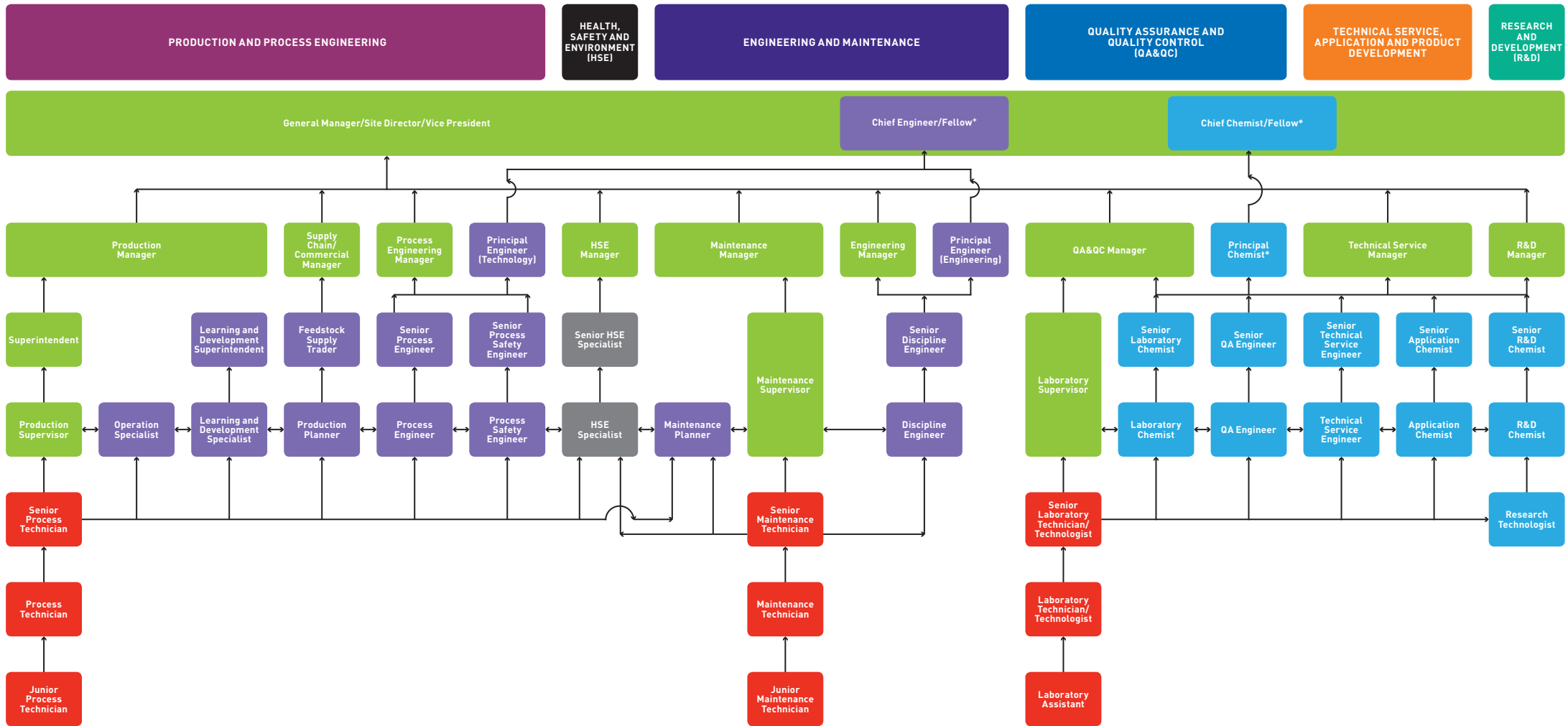


SKILLS FRAMEWORK FOR ENERGY AND CHEMICALS

Career Pathways



The Career Map serves as a reference to reflect the available job roles and possible career pathways in the Energy and Chemicals sector, which may vary depending on each company's structure and business context. The career progression pathways would depend on individual performance, capability, experience, aspiration, as well as company needs.

Legend:

- Lateral Progression within the same functional track and/or cross-functional tracks
- ↑ Vertical Progression

Legend:

- Red box: Represents Technicians
- Purple box: Represents Engineers and Technical Professionals
- Green box: Represents Managers and Functional Leaders
- Blue box: Represents Chemists
- Grey box: Represents Health, Safety and Environment (HSE) Specialists

*The Principal Chemist and Chief Chemist/Fellow job roles are applicable to the QA&QC, Technical Service, Application and Product Development, and R&D tracks.
 + The Chief Engineer/Fellow job role is applicable to the Production and Process Engineering and Engineering and Maintenance tracks.

