How to Develop Career Path/Map for Standards Professionals – Case Studies of Company and Standards Specialty Organization

Submitted by: Korea
How to Develop Career Path/Map for Standards Professionals

Case Studies of Company & SSO

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Korean Standards Association
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Task & Career Path/Map Module – Company
## 1.1 Standardization Task & its Sub-task – Company (1/2)

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<tr>
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<th>Task</th>
<th>Sub-task</th>
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</table>
| 1 | Standardization Planning & Evaluation     | 1-1 Set and Implement Company Standardization Strategy
  |   |                                           | - Objectives, Priorities, Resources aligned with Company Strategy         |
|   |                                           | 1-2 Conduct Standardization Environment and Stakeholder Needs Analysis   |
|   |                                           | - PEST Analysis, Technology Trends Analysis, Needs Analysis"             |
|   |                                           | 1-3 Review and Evaluate Performance of Company Standardization Strategy  |
|   |                                           | 1-4 Take Actions according to the results of performance analysis        |
| 2 | Standards Development - within Company    | 2-1 Develop Work Plan for Company Standards Development                  |
|   |                                           | 2-2 Amend/Modify Existing Standards in accordance with Company Guideline |
|   |                                           | 2-3 Draft New Standards for New Products/Technology in accordance with Company Guideline |
|   |                                           | 2-4 Review and Verify Draft Company Standards                            |
|   |                                           | 2-5 Manage and Operate Company Standards Development Process              |
| 3 | Standards Development - Participation in External Standards Committees | 3-1 (National/Domestic) Participate in National/Domestic Standards Development Committees |
|   |                                           | 3-2 (National/Domestic) Provide Inputs to National/Domestic Standards    |
|   |                                           | (based on Company R&D results and Products Specifications)               |
|   |                                           | 3-3 (International/Foreign) Participate in International/Foreign Standards Development Committees |
|   |                                           | 3-4 (International/Foreign) Provide Inputs to National/Domestic Standards |
|   |                                           | (based on Company R&D results and Products Specifications)               |
| 4 | Applying Standards - Company Standards    | 4-1 Develop Standards Application Plans and Impact Analysis               |
|   |                                           | 4-2 Operate Training Program on How to Apply Company Standards           |
|   |                                           | 4-3 Disseminate Company Standards (online, offline)                      |
|   |                                           | 4-4 Monitor Application of Company Standards                            |
|   |                                           | 4-5 Assess/Audit Compliance with Company Standards                       |
| 5 | Applying Standards - External Standards   | 5-1 Identify and Analyze External Standards required for Company Products|
|   |                                           | 5-2 Incorporate External Standards to Company Standards                  |
|   |                                           | 5-3 Identify and Meet the Requirements of External Standards             |
|   |                                           | 5-4 Prepare and Acquire External Certification                         |
1.2 Career Path/Map for Standards Professionals - Company

**Executive**
- **R&D Executive**
  - T1-1 Set and Implement Company Standardization Strategy
- **Standards/Quality Executive**
  - T1-1 Set and Implement Company Standardization Strategy
  - T1-3 Review and Evaluate Performance of Company Standardization Strategy

**Director**
- **R&D Director**
  - T1-2 Conduct Standardization Environment and Stakeholder Needs Analysis
  - T2-1 Develop Work Plan for Company Standards Development
  - T3-1 & T3-3 Participate in Standards Development Committees
- **Standards/Quality Director**
  - T2-1 Develop Work Plan for Company Standards Development
  - T2-5 Manage and Operate Company Standards Development Process
  - T3-1 & T3-3 Participate in Standards Development Committees
  - T4-5 Assess/Audit Compliance with Company Standards

**Manager**
- **R&D Manager**
  - T3-2 & T3-4 Provide Inputs to Standards
  - T4-1 Develop Standards Application Plans and Impact Analysis
  - T5-1 Identify and Analyze External Standards required for Company Products
- **Standards/Quality Manager**
  - T2-4 Review and Verify Draft Company Standards
  - T3-2 & T3-4 Provide Inputs to Standards
  - T4-1 Develop Standards Application Plans and Impact Analysis
  - T4-2 Operate Training Program on How to Apply Company Standards

**Assistant Manager**
- **R&D Assistant Manager**
  - T2-3 Draft New Standards in accordance with Company Guideline
  - T4-4 Monitor Application of Company Standards
- **Standards/Quality Assistant Manager**
  - T2-3 Draft New Standards in accordance with Company Guideline
  - T2-2 Amend/Modify Existing Standards in accordance with Company Guideline
  - T4-3 Disseminate Company Standards (online, offline)

**Division**
- **R&D Division**
- **Standards/Quality Division**
- **Manufacturing Division**

**Manufacturing Executive**
- **Manufacturing Executive**
  - T1-1 Set and Implement Company Standardization Strategy

**Manufacturing Director**
- **Manufacturing Director**
  - T1-2 Conduct Standardization Environment and Stakeholder Needs Analysis
  - T4-1 Develop Standards Application Plans and Impact Analysis
  - T8-1 Develop Training and Education Plan and Program

**Manufacturing Manager**
- **Manufacturing Manager**
  - T3-2 & T3-4 Provide Inputs to Standards
  - T4-4 Monitor Application of Company Standards
  - T5-1 Identify and Analyze External Standards required for Company Products

**Manufacturing Assistant Manager**
- **Manufacturing Assistant Manager**
  - T2-3 Draft New Standards in accordance with Company Guideline
  - T4-4 Monitor Application of Company Standards
Task & Career Path/Map Module
- Standards
- Specialty Organization
### 2.1 Standardization Task & its Sub-task – SSO (1/2)

<table>
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<tr>
<th>Task</th>
<th>Sub-task</th>
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| **1** Standardization Planning & Evaluation (national/organization level) | 1-1 Set and Implement Medium-Long Term Strategic Plan  
- Objectives, Priorities, Resources, Performance index  
1-2 Develop and Implement Action Plan based on Medium-Long Term Strategies  
- Action Items, Expected Results, and Related Projects  
1-3 Conduct Standardization Environment Analysis  
- PEST Analysis, Technology Trends Analysis, Needs Analysis  
1-4 Review and Evaluate Performance of Strategic and Action Plan |
| **2** Standards Development (Work Program Management) | 2-1 Develop Work Plan or Roadmap of Technical/Industrial Sector  
* Sector: Transportation, Environment, Services, ICT, etc.  
2-2 Manage and Evaluate Work Plan Performance of Technical/Industrial Sectors  
2-3 Develop and Manage Standards Development Procedures(Rules)  
(ex. ISO/IEC Directives - Part 1) |
| **3** Standards Development - Committee Operation and Assistance | 3-1 Manage Standards Development Projects (Committee Work Program)  
- Scheduling, Prioritization, Communication  
3-2 Produce and Circulate Committee Projects Documents  
- Proposal, Comment Resolution, Ballot Results  
3-3 Arrange and Coordinate Committee Meetings  
- Agenda, Minutes, Decision/Resolutions, Reporting  
3-4 Advise and Liaise with Chair, Conveners, Project Leaders  
- Procedure and Rule for Standards Development |
| **4** Standards Development - Drafting Standards | 4-1 Draft Standards in accordance with Guideline  
(ex. ISO/IEC Directives - Part 2)  
4-2 Amend/Modify Existing Standards in accordance with Guideline  
4-3 Review and Provide Comments on Circulated Draft Standards  
4-4 Verify standards in a process of regulated verification |
<table>
<thead>
<tr>
<th>Task</th>
<th>Sub-task</th>
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<tbody>
<tr>
<td><strong>5</strong></td>
<td>International Standardization</td>
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<tr>
<td></td>
<td>5-1 Organize and Coordinate Domestic Mirror Committee</td>
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<td>5-2 Participate in International Standardization Meetings and Voting</td>
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<td>5-3 Cooperate with Other Organizations for International Standardization</td>
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<td><strong>6</strong></td>
<td>Editing and Publication of Standards</td>
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<tr>
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<td>6-1 Plan and Manage Publication Process</td>
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<tr>
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<td>6-2 Edit and Proofread to Publish Standards</td>
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<td></td>
<td>6-3 Publish Standards (online, offline)</td>
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<td><strong>7</strong></td>
<td>Dissemination of Standards</td>
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<tr>
<td></td>
<td>7-1 Develop and Manage Dissemination Strategy</td>
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<td></td>
<td>7-2 Develop and Sell Catalogue, Package Products, Handbook (Paper)</td>
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<td>7-3 Develop and Operate Information System for Standards Dissemination</td>
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<td>7-4 Develop and Maintain Online Sales System (Webstore)</td>
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<td>7-5 Promote Standards Related Information - ex. Webzine, Bulletin, Journals</td>
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<td>7-6 Analyze and Reflect Customer Voices</td>
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<td><strong>8</strong></td>
<td>Training and Education</td>
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<tr>
<td></td>
<td>8-1 Develop Training and Education Plan and Program</td>
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<td></td>
<td>8-2 Operate Training and Education Courses - Registration, Course Providing, Certificate, etc.</td>
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<tr>
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<td>8-3 Analyze and Reflect Customer Voices</td>
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<tr>
<td><strong>9</strong></td>
<td>Public Service</td>
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<td>9-1 Make and Enact Laws and Legal Systems on Standardization</td>
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<td>9-2 Promote Harmonization of Various Standards and Regulations</td>
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<td>9-3 Provide Export Assistance/Consulting in response to Foreign Technical Regulations(TBT) (including Operation of WTO/TBT Inquiry Point)</td>
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<td>9-4 Communicate and Coordinate with Regulatory Agencies and Industry Associations</td>
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Case Studies of Career Path/Map
## 3.1 Case Studies of Career Path/Map of Standards Professionals - 7 Company Cases

<table>
<thead>
<tr>
<th>No.</th>
<th>Category</th>
<th>Position</th>
<th>Division</th>
<th>Industry Sector</th>
<th>Analysis</th>
</tr>
</thead>
</table>
| 1   | BIG      | Executive Level  | Standards/Quality         | ICT             | ✓ Std.-related HRD program of a company  
    |          |                  |               | ✓ Development of company standards to raise product quality (esp. for new products/tech.)  
    |          |                  |               | ✓ Development of company std. strategy for new technology (executive)                                                                 |
| 2   | BIG      | Executive Level  | R&D, Standards/Quality    | display         | ✓ Development of company standards  
    |          |                  |               | ✓ Development of company std. strategy for new technology (executive)                                                                      |
| 3   | BIG      | Director Level   | R&D, Standards/Quality    | heavy industry  | ✓ Mainly responsible for regulation of foreign market (esp. for new products)  
    |          |                  |               | ✓ Development of company std. strategy for new technology (executive)                                                                        |
| 4   | BIG      | Director Level   | R&D                       | electricity, industrial communication | ✓ Produce/Develop products in accordance with international standards                                                                      |
| 5   | BIG      | Director Level   | R&D                       | display         | ✓ Connection of new technology and international standards                                                                             |
| 6   | SME      | Executive Level  | R&D, Standards/Quality    | health device   | ✓ Only from director level                                                             |
| 7   | SME      | Executive Level  | Standards/Quality         | ICT             | ✓ Only at Std./Quality Division  
    |          |                  |               | ✓ Participation of national/int’l std. activities (esp. as JTC 1 Convenor)                                                               |
### 3.2 Case Studies of Career Path/Map of Standards Professionals - 6 SSO Cases

<table>
<thead>
<tr>
<th>No.</th>
<th>Category</th>
<th>Position</th>
<th>Division</th>
<th>Industry Sector</th>
<th>Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SSO</td>
<td>Executive Level</td>
<td>Standards Planning/Development</td>
<td>education</td>
<td>✓ Participated from Assistant Manager to Executive&lt;br&gt; ✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participation of establishment of national standards <strong>policy/roadmap</strong></td>
</tr>
<tr>
<td>2</td>
<td>SSO</td>
<td>Director Level</td>
<td>Standards Planning/Development/Dissemination</td>
<td>transportation system</td>
<td>✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participated from <strong>planning, development and dissemination</strong></td>
</tr>
<tr>
<td>3</td>
<td>SSO</td>
<td>Director Level</td>
<td>Standards Planning/Development</td>
<td>metrology, testing, certification</td>
<td>✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participated from <strong>planning, development and dissemination</strong></td>
</tr>
<tr>
<td>4</td>
<td>SSO</td>
<td>Director Level</td>
<td>Standards Planning/Development</td>
<td>internet technology, clouding</td>
<td>✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participated only in standards development</td>
</tr>
<tr>
<td>5</td>
<td>SSO</td>
<td>Director Level</td>
<td>Standards Development</td>
<td>textile, testing, certification</td>
<td>✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participated only in standards development</td>
</tr>
<tr>
<td>6</td>
<td>SSO</td>
<td>Manager Level</td>
<td>Standards Development</td>
<td>IT</td>
<td>✓ Development/Harmonization of Standards (national, int’l)&lt;br&gt; ✓ Participation in international std. activites&lt;br&gt; ✓ Participated only in standards development</td>
</tr>
</tbody>
</table>
THANK YOU 😊