



## Career Levels

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Fairhaven Solutions, LLC is dedicated to providing definite career paths and opportunities for our employees. To aid in this, we have defined several progressive career levels. Each of our career levels require additional experience and provides for increasing levels of responsibility. The following describes our career levels.

**Associate** – Entry level position providing administrative and support services to our consultant and executive teams. This position requires significant management, mentoring and oversight.

**Consultant** – Entry level position requiring up to 6 years of applicable experience. Although responsible for performance of individual tasks, this level will require significant mentoring and management oversight. Usually client interactions at this level are minimal or are part of a team's interaction with the client.

**Senior Consultant** – Seasoned consultant requiring 3 to 10 years of applicable experience. Displays an ability to be self-managed and is able to manage other consultants. This position requires little guidance and only minimal supervision. Consultants at this level may be solely responsible for key deliverables. Responsibilities may include significant client interaction.

**Director** – Senior individual with 7 to 15 years of experience including positions as team lead, project manager and vendor manager. Individuals at this level require minimal oversight, usually just in the form of mentoring and have a proven ability to be self-motivated. This position requires the ability to direct, not just manage, individuals, teams and vendors at all levels. Duties may include responsibility for an entire project or account with significant client interaction.

**Senior Director** – Same description as a Director, but with a proven ability to excel within a chosen discipline such as Project Management, Client Management, Software Development, Technology, or industry verticals such as Healthcare, Financial, or Government. Responsibilities may include providing support to the Sales Team in the role of a sales engineer, or in the responsibility for account identification and growth.

**Vice President** – Requires a minimum of 10 years of experience or significant accomplishments for Fairhaven Solutions, LLC. Vice Presidents are responsible for an entire department such as Sales, Marketing or Services or a single business unit. Individuals at this level are viewed as requiring only minimal guidance, are entrusted to be officers of the company in terms of meeting company goals and adhering to existing budgets and are highly self-motivated.

**Senior Vice President** – Same description as a Vice President, but additionally are either nationally known in their area of expertise or have contributed significant achievements to Fairhaven Solutions, LLC. Their duties may include the responsibility for several departments or business units.

These career levels are defined to provide a guideline for each employee's progression within Fairhaven Solutions, LLC.

FAIRHAVEN SOLUTIONS LLC RETAINS THE RIGHT TO CHANGE THIS POLICY AT ANY TIME