

Alternative Work Strategies - Job position evaluation for AWS profiles and alternative work strategies

The following table provides criteria for evaluating a job position's compatibility with two forms of mobility, internal and external, and related alternative work strategies.

Job position characteristics:	AWS Profiles			
	Resident Employees who require a uniquely assigned work point to perform job functions effectively.	Resident-Connector Employees who benefit from an assigned work point for a portion of work functions and a variety of other work points to perform job functions effectively.	Internally mobile Employees who have a choice of workpoints across a variety of organizational locations in order to perform job functions effectively.	Externally mobile Employees who often work with vendors, partners and/or clients at a number of locations or job sites to perform job functions effectively.
Alternative work strategies options	<ul style="list-style-type: none"> • Universal footprint/space standards • Team and activity spaces • Collaborative spaces 	<ul style="list-style-type: none"> • Non-territorial spaces • Universal footprint/space standards • Team and activity spaces • Collaborative spaces • Shared work spaces 	<ul style="list-style-type: none"> • Non-territorial spaces • Team and activity spaces • Collaborative spaces • Shared work spaces • Virtual office/third place • Mobile office • Satellite offices 	<ul style="list-style-type: none"> • Non-territorial spaces • Collaborative spaces • Partnering • Telework • Virtual office/third place • Mobile office • Satellite offices
IT User Profiles	Intermediate Advanced	Intermediate Advanced	Standard Intermediate Advanced	Basic Standard Intermediate
IT Functional Profiles	Knowledge worker General worker	Knowledge worker General worker	Knowledge worker General worker	General worker Outside worker Critical worker
Access to physical shared City resources at central office	Work flow may involve frequent access to physical, shared resources	Work flow may involve frequent access to physical, shared	Work flow involves occasional access	Work flow involves rare access

Attachment I

		resources		
Physical interaction with other City staff within immediate team/section	Work flow involves frequent physical interaction.	Work flow involves occasional to frequent physical interaction.	Work flow involves occasional to frequent physical interaction.	Work flow involves rare physical interaction.
Physical interaction with other City staff in other team/sections	Work flow involves rare to occasional physical interaction.	Work flow involves occasional to frequent physical interaction.	Work flow involves occasional to frequent physical interaction.	Work flow involves frequent physical interaction.
Physical interaction with external clients, partners, vendors, or customers	Work flow involves rare to occasional physical interaction.	Work flow involves rare to occasional physical interaction.	Workflow involves occasional interaction.	Work flow involves frequent physical interaction.
Unplanned (on-demand), in-person meetings requested by clients at employee's primary work location	Occasional to frequent position requirements.	Occasional to frequent position requirements.	Rare position requirements; alternatively, internal mobility provides the option to meet clients on demand at locations other than the employee's primary work location.	Rare position requirements; alternatively, external mobility provides the option to meet clients on demand at locations other than the employee's primary work location.
Collaborative work requirements	Occasional	Frequent	Frequent	Frequent
Performance management	Position has clearly defined and measurable performance expectations.	Position has clearly defined and measurable performance expectations.	Position has clearly defined and measurable performance expectations.	Position has clearly defined and measurable performance expectations.