

# Swydd Ddisgrifiad

# Prifysgol Wrecsam Wrexham University



|                |                                                                             |
|----------------|-----------------------------------------------------------------------------|
| Cyfadrn/Adran  | Ysgol Fusnes                                                                |
| Teitl y Swydd  | Athro Entrepreneuriaeth                                                     |
| Yn atebol i    | Deon yr Ysgol Fusnes                                                        |
| Yn gyfrifol am | Arweinyddiaeth Academaidd Ymchwil, Ymgysylltiad ac Addysg Entrepreneuriaidd |
| Gradd          | Athro                                                                       |

## Diben y Swydd

Rydym yn chwilio am unigolyn sy'n haeddu cael statws athro i gydnabod ei arbenigedd a'i brofiad o ddarparu arweinyddiaeth drawsnewidiol ym maes entrepreneuriaeth.

Mae'r Brifysgol wedi cyflwyno ei Gweledigaeth a Strategaeth 2030 gyffrous newydd mewn cyfnod pan mae llygaid y byd ar Wrecsam. Trwy ei arweinyddiaeth academaidd ym maes entrepreneuriaeth, bydd deiliad y swydd yn gwneud cyfraniad hanfodol i'n gweledigaeth i fod yn brifysgol ddinesig fodern flaenllaw, sy'n ymgysylltu'n rhanbarthol ac yn fyd-eang, gan ddarparu sgiliau ac ymchwil ddylanwadol sy'n hybu twf economaidd ac arloesedd er lles y genhedlaeth bresennol a chenedlaethau'r dyfodol.

Bydd yr Athro Entrepreneuriaeth yn arwain newid arwyddocaol o ran ein hymchwil, cyfnewid gwybodaeth a'n haddysg menter sy'n cyd-fynd â'n gwerthoedd craidd sef Rhagoriaeth, Cynhwysiant, Cydweithrediad, Trawsnewidiad a Chynaliadwyedd. Bydd yn chwarae rhan hanfodol yn y broses o wneud Prifysgol Wrecsam yn ddewis cyntaf i bartneriaid, gan gyd-greu datrysiadau arloesol ac entrepreneuriaidd i gyflawni newid economaidd a chymdeithasol. Bydd yn defnyddio arbenigedd academaidd o bob rhan o'r Brifysgol i adeiladu casgliad o weithgareddau sy'n cynhyrchu incwm gan gynnwys cyrsiau byr, ymgynghoriaeth, Datblygiad Proffesiynol Parhaus a throsglwyddo gwybodaeth.

## Prif Atebolrwydd

Bydd deiliad y swydd yn darparu arweinyddiaeth academiaidd ar gyfer entrepreneuriaeth ar draws tri dimensiwn strategol sef *Ein Cyfleoedd a Phrofiadau Myfyrwyr, Ein Pobl, Lleoedd a Phartneriaethau ac Ein Hymchwil a Menter*.

Wedi'i leoli o fewn yr Ysgol Fusnes, bydd deiliad y swydd yn arwain datblygiad a darpariaeth addysg, ymchwil, ymgysylltiad allanol a gweithgarwch masnachol yr ysgol ym maes entrepreneuriaeth. Bydd yn gweithio mewn partneriaeth â chydweithwyr allweddol i gynnwys entrepreneuriaeth yn y cwricwlwm a phrofiad myfyrwyr yn y ddwy Gyfadran arall. Bydd yn chwarae rhan arweiniol yn y broses o drosi ein hymchwil a'n haddysgu yn llifoedd incwm masnachol ac o ganlyniad, yn datblygu cynnig ymgysylltiad busnes Prifysgol Wrecsam sy'n bodloni anghenion ein partneriaid yn Wrecsam, Cymru a'r Byd.

## Trosolwg o'r Swydd

### Cyfleoedd a Phrofiadau Myfyrwyr

*Ar gyfer yr Ysgol Fusnes:*

- Arwain ar ddyluniad, darpariaeth a gwelliant parhaus entrepreneuriaeth o fewn cwricwlwm yr Ysgol Fusnes drwy greu a rhannu cynnig Prifysgol Wrecsam unigryw;
- Arwain ar arloesi addysgegol a datblygiad staff ar gyfer addysg menter, er mwyn adeiladu enw da'r Ysgol Fusnes am ragoriaeth mewn cefnogi sgiliau ac ymddygiadau entrepreneuraidd myfyrwyr;
- Casglu llawer o astudiaethau beirniadol PhD ym maes entrepreneuriaeth.

*Ar draws y Brifysgol:*

- Gweithio gyda'r Dirprwy Is-Ganghellor a Deoniaid y Cyfadrannau i roi menter ar waith mewn cyfleoedd dysgu a datblygu graddedigion hyderus, entrepreneuraidd;
- Datblygu menter fel thema o fewn gweithgarwch ymgysylltu ein hysgolion a'n colegau ac fel rhan o'n cynigion i gyn-fyfyrwyr.

### Pobl, Lleoedd a Phartneriaethau:

*Ar gyfer yr Ysgol Fusnes:*

- Datblygu a darparu strategaeth partneriaeth Ysgol Fusnes sy'n meithrin perthnasoedd â busnesau, busnesau cychwynnol a sefydliadau cymunedol sydd yr un mor fuddiol iddynt hwy ac i'n hacademyddion a'n myfyrwyr;
- Meithrin galluoedd yr Ysgol o ran ymgysylltiad busnes i ddarparu llif ymgynghoriaeth, Partneriaethau Trosglwyddo Gwybodaeth a gweithgarwch masnachol arall yn llwyddiannus.
- Trosi portffolio'r Ysgol yn ddarpariaeth cwrs byr mewn busnes ac arweinyddiaeth sy'n cefnogi galluoedd ein diwydiant rhanbarthol, y sector cyhoeddus a phartneriaid cymunedol.

*Ar draws y Brifysgol:*

- Arwain mentrau entrepreneuriaeth sy'n cyfrannu at ein cenhadaeth gan angori a thynnu sylw at Brifysgol Cymru gan gynnwys, ond nid yn gyfyngedig i, raglen twf busnesau bach a chlinig busnes;
- Gyda'r Pennaeth Menter a'r Dirprwy Is-Ganghellor ar gyfer Ymgysylltiad a Phartneriaethau Allanol, datblygu ein hymgysylltiad â busnesau bach a sefydliadau cymunedol i gyflawni arloesedd a thrawsnewidiad yn yr economi ranbarthol.

- Gweithio gyda'r Dirprwy Is-Ganghellor dros Ymchwil i drosi ymchwil y Brifysgol yn effaith drwy ystod o weithgareddau cynhyrchu incwm fel Datblygiad Proffesiynol Parhaus, ymgynghoriaeth a Phartneriaethau Trosglwyddo Gwybodaeth.

### **Ymchwil a Menter**

*Ar gyfer yr Ysgol Fusnes:*

- Meithrin galluoedd ymchwil yr Ysgol ym maes entrepreneuriaeth drwy waith cydweithredol ein hacademyddion ein hunain, ynghyd ag academyddion mewn sefydliadau partner, a thrwy gynllun Entrepreneuriaid Preswyl;
- Gwella enw da'r Ysgol am ymchwil ym maes entrepreneuriaeth drwy lif cynaliadwy o allbynnau o safon uchel a thrwy sicrhau llif cynyddol o incwm ymchwil dros y cyfnod hyd at 2030.

*Ar draws y Brifysgol:*

- Gweithio gyda'r Dirprwy Is-Ganghellor dros Ymchwil, Deoniaid Cyfadrannau a'r Cadair Athro i gyflawni effaith drwy ymchwil, menter, arloesi a masnacheiddio o'r radd flaenaf, sy'n trawsnewid diwydiant a chymdeithas.
- Gyda'r Dirprwy Is-Ganghellor dros Ymchwil, Deoniaid y Cyfadrannau a'r Cadair Athro, cyfrannu at ddatblygiad diwylliant menter ac ymchwil cynhwysol, rhyng-ddisgyblaethol;
- Arwain ar gyfraniadau o ddisgyblaeth entrepreneuriaeth sy'n cefnogi twf gweithgareddau menter ac ymchwil gydweithredol.

## **Dyletswyddau Cyffredinol**

Byddwch yn sicrhau bod systemau a gweithdrefnau rheoli priodol ar waith er mwyn bodloni'ch dyletswyddau a'ch cyfrifoldebau iechyd a diogelwch a nodir ym mholisi iechyd a diogelwch y Brifysgol. Yn benodol, byddwch yn sicrhau bod asesiadau risg priodol yn cael eu cynnal mewn cysylltiad â pheryglon sylweddol ac yr ymgwymerir ag arolygon diogelwch o leiaf unwaith y flwyddyn, ym mhob gweithle dan eich rheolaeth chi.

Cyfrifoldeb y gweithwyr yw ymgorffori Polisi Cyfle Cyfartal y Brifysgol o fewn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae gan yr holl staff gyfrifoldeb am hyrwyddo gofal cwsmer o safon yn eu meysydd cyfrifoldeb eu hunain.

Rhaid i staff fod yn ymwybodol o ymrwymiad y Brifysgol i Gynaliadwyedd.

Rhaid i bob aelod o staff hyrwyddo ymddygiad iach ac iechyd meddwl a llesiant cadarnhaol.

Disgwylir i ddeiliaid swydd gydweithredu â'r broses Adolygu Datblygiad Proffesiynol, gan gymryd rhan wrth osod amcanion er mwyn helpu i fonitro perfformiad a datblygu'r unigolyn.

Byddwch yn asesu anghenion hyfforddiant a datblygiad pob aelod o staff dan eich rheolaeth i sicrhau eu bod yn cael eu cynorthwyo'n ddigonol mewn perthynas â'u cyfrifoldebau yn y gwaith.

Dyletswyddau perthnasol eraill sy'n gymesur â gradd y swydd, a all gael eu neilltuo gan y Rheolwr, mewn cytundeb â deiliad y swydd. Ni ddylid gwrthod cytundeb o'r fath yn afresymol.

Mae'r cyfrifoldebau allweddol sydd wedi'u cynnwys yn y swydd ddisgrifiad hwn yn rhai nodweddiadol; nid ydynt yn gynhwysfawr. Gellir addasu dyletswyddau a chyfrifoldebau mewn trafodaeth â deiliad y swydd.

Disgwylir i'r holl ddeiliaid swydd yn y Gyfarwyddiaeth allu cynnig cymorth ar draws pob maes, y tu hwnt i'w tîm uniongyrchol, ar gais y Cyfarwyddwr ac yn gymesur â'u sgiliau, eu gwybodaeth a'u profiad.

## Adolygu

Mae hwn yn ddisgrifiad o'r swydd adeg ei chyhoeddi. Mae'n arfer gan y Brifysgol o bryd i'w gilydd i adolygu a diweddarau disgrifiadau swydd er mwyn sicrhau eu bod yn adlewyrchu natur gyfredol y swydd a gofynion y Brifysgol yn gywir, ac i ymgorffori newidiadau rhesymol pan fo angen, mewn ymgynghoriad â deiliad y swydd.

## Teitl y Swydd: Athro Entrepreneuriaeth

Er mwyn cael eich rhoi ar y rhestr fer, mae'n rhaid i chi ddangos eich bod yn diwallu pob un o'r meini prawf hanfodol a hynny o'r meini prawf dymunol ag sy'n bosibl. Pan fydd gennym nifer fawr o geisiadau sy'n diwallu'r holl feini prawf hanfodol, byddwn wedyn yn llunio'r rhestr fer gan ddefnyddio'r meini prawf dymunol.

### Meini Prawf Dethol

| Priodoleddau |                                     | Eitem | Meini Prawf Perthnasol                                                                                               | Dull Adnabod | Pwysigrwydd |
|--------------|-------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------|--------------|-------------|
| 1            | Sgiliau a Galluoedd                 | 1.1   | Meddwl yn strategol a'r gallu i arwain newid a thrawsnewidiad o fewn rhaglenni a strwythurau academiaidd.            | Ff, C        | H           |
|              |                                     | 1.2   | Y gallu i feithrin partneriaethau cryf ar draws y byd academiaidd, diwydiant, sefydliadau cymunedol a'r llywodraeth. | Ff, C        | H           |
|              |                                     | 1.3   | Sgiliau rhyngpersonol, cyfathrebu a thrafod rhagorol.                                                                | Ff, C        | H           |
| 2            | Gwybodaeth Gyffredinol ac Arbenigol | 2.1   | Y gallu i arwain ac ysbrydoli timau a myfyrwyr academiaidd mewn entrepreneuriaeth ac arloesedd.                      | Ff, C        | H           |
|              |                                     | 2.2   | Y gallu i gynhyrchu a rheoli sawl llif incwm.                                                                        | Ff, C        | H           |
| 3            | Addysg a Hyfforddiant               | 3.1   | PhD neu gyfwerth mewn maes perthnasol.                                                                               | Ff, C        | H           |
|              |                                     | 3.2   | Statws athrawol, neu gymhwysedd profedig ar sail allbynnau, effaith ac arweinyddiaeth academiaidd.                   | Ff, C        | H           |
|              |                                     | 3.3   | Cymhwyster addysgu (e.e TAR, FHEA) neu barodrwydd i weithio tuag at un.                                              | Ff, C        | H           |
| 4            | Profiad Perthnasol                  | 4.1   | Profiad academiaidd sylweddol mewn entrepreneuriaeth gan gynnwys addysgu, ymchwil ac ymgysylltiad allanol.           | Ff, C        | H           |

|                        |  |     |                                                                                                                                |       |   |
|------------------------|--|-----|--------------------------------------------------------------------------------------------------------------------------------|-------|---|
|                        |  | 4.2 | Arweinyddiaeth brofedig mewn datblygu a darparu addysg menter ac entrepreneuriaeth.                                            | Ff, C | H |
|                        |  | 4.3 | Profiad amlwg o ymchwil o safon uchel ac o ennill grantiau yn llwyddiannus ym maes entrepreneuriaeth neu feysydd cysylltiedig. | Ff, C | H |
|                        |  | 4.4 | Profiad o drosi ymchwil academiaidd yn allbynnau masnachol fel ymgynghoriaeth, Datblygiad Proffesiynol Parhaus neu is-gwmnïau. | Ff, C | H |
|                        |  | 4.5 | Gwybodaeth a phrofiad o Bartneriaethau Trosglwyddo Gwybodaeth (KTPs), cynhyrchu incwm masnachol a chydweithrediad busnes.      | Ff, C | H |
|                        |  | 4.6 | Profiad o gydweithrediad academiaidd traws-sefydliadol a gweithio rhyngddisgyblaethol.                                         | Ff, C | H |
|                        |  | 4.7 | Profiad o weithio gyda BBaCh, y sector cyhoeddus a sefydliadau seiliedig ar y gymuned.                                         | Ff, C | H |
|                        |  | 4.8 | Profiad o oruchwyllo myfyrwyr doethurol a meithrin galluoedd PhD.                                                              | Ff, C | H |
| <b>Dyddiad Adolygu</b> |  |     |                                                                                                                                |       |   |

|         |              |    |                     |
|---------|--------------|----|---------------------|
| Allwedd | Dull Adnabod | Ff | Ffurflen Gais       |
|         |              | C  | Cyfweliad           |
|         |              | P  | Prawf               |
|         |              | T  | Copi o Dystysgrifau |
|         |              | Rh | Rhoi Cyflwyniad     |
|         |              | G  | Asesiad Grŵp        |
|         | Pwysigrwydd  | H  | Hanfodol            |
|         |              | D  | Dymunol             |

Ein Dyfodol.

Rhagoriaeth.

Cliciwch yma.

Ein Dyfodol.

Cynhwysiad.

Cliciwch yma.

Ein Dyfodol.

Cydweithio.

Cliciwch yma.

Ein Dyfodol.

Trawsnewidiad.

Cliciwch yma.

Ein Dyfodol.

Cynaliadwyedd.

Cliciwch yma.

## Job Description

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|                           |                                                                           |
|---------------------------|---------------------------------------------------------------------------|
| <b>Faculty/Department</b> | Business School                                                           |
| <b>Job Title</b>          | Professor of Entrepreneurship                                             |
| <b>Reports to</b>         | Dean of the Business School                                               |
| <b>Responsible for</b>    | Academic Leadership of Entrepreneurial Education, Research and Engagement |
| <b>Grade</b>              | Professor                                                                 |

### Job Purpose

We are seeking an individual who is deserving of professorial standing in recognition of their expertise and track record of transformational leadership in the field of entrepreneurship.

The University has launched its exciting new Vision and Strategy 2030 at a point in time when the eyes of the world are on Wrexham. Through their academic leadership in entrepreneurship, the post-holder will make a critical contribution to our vision is to be a world leading modern civic university, regionally and globally engaged, delivering skills and impactful research which drive economic growth and innovation for the well-being of current and future generations.

The Professor of Entrepreneurship will lead a step change in our enterprise education, research and knowledge exchange aligned to our core values of Excellence, Inclusion, Collaboration, Transformation, and Sustainability. They will play a critical part in Wrexham becoming the 'go-to' university for partners, co-creating innovative and entrepreneurial solutions to deliver economic and social change. They will leverage academic expertise from across the University to build a suite of income generating activities including short courses, consultancy, CPD and knowledge transfer.

## Principal Accountabilities

The post-holder will provide academic leadership for entrepreneurship across the three strategic dimensions of *Our Student Experience & Opportunities*, *Our People, Place & Partnerships* and *Our Research & Enterprise*.

Based within the Business School, the post-holder will lead the development and delivery of the school's education, research, external engagement and commercial activity in the entrepreneurship discipline. They will work in partnership with key colleagues to embed entrepreneurship into the curricula and student experience in the other two Faculties. They will play a leading role in translating our research and education into commercial income streams and hence in developing a Wrexham University business engagement offer that meets the needs of our partners in Wrexham, Wales and the World.

## Job Overview

### Student Experience and Opportunities

*For the Business School:*

- Lead on the design, delivery and continuous improvement of entrepreneurship within the Business School's curriculum through the creation and roll-out of a distinctive Wrexham University offer;
- Lead on pedagogical innovation and staff development for enterprise education, in order to build the Business School's reputation for excellence in supporting students' entrepreneurial skills and behaviours;
- Build a critical mass in PhD study in the field of entrepreneurship.

*Across the University:*

- Work with the Deputy Vice Chancellor and the Deans of Faculties to embed enterprise into learning opportunities and to develop confident, entrepreneurial graduates;
- Develop enterprise as a theme within our schools and colleges engagement activity and as part of our alumni offer.

### People, Places and Partnerships:

*For the Business School:*

- Develop and deliver a Business School partnership strategy that cultivates relationships with businesses, start ups and community organisations that are mutually beneficial to them and to our academics and students;
- Build the School's capacity and capabilities in business engagement to deliver a stream of successful consultancy, KTPs and other commercial activity.
- Translate the School's portfolio into short course provision in business and leadership that supports the capability and capacity building of our regional industry, public sector and community partners.

*Across the University:*

- Lead entrepreneurship initiatives contributing to our mission as an anchor and beacon University for Wales including, but not limited to, a small business growth programme and business clinic;
- With the Head of Enterprise and the Pro-Vice Chancellor for External Engagement and Partnerships, develop our engagement with small businesses and community organisations to deliver innovation and transformation in the regional economy.

- Work with the Pro-Vice Chancellor for Research to translate the University's research into impact through a range of income generating activities such as CPD, consultancy and KTPs.

### **Research and Enterprise**

#### *For the Business School:*

- Build the School's capacity and capabilities in research in the field of entrepreneurship through the collaborative working of our own academics together with those in partner institutions and through an Entrepreneurs in Residence scheme;
- Elevate the School's reputation for research in entrepreneurship through a sustainable stream of high-quality outputs and by securing a growing stream of research income over the period to 2030.

#### *Across the University:*

- Work with the Pro-Vice Chancellor for Research, the Deans of Faculties and the Professoriate in delivering impact through world-leading research, enterprise, innovation and commercialisation which transform industry and society.
- With the Pro-Vice Chancellor for Research, Deans of Faculties and the Professoriate, contribute to the development of an inclusive, inter-disciplinary research and enterprise culture;
- Lead on contributions from the discipline of entrepreneurship which support the growth of collaborative research and enterprise activities.

## **General Duties**

You will ensure that appropriate management systems and procedures are in place to meet your health and safety duties and responsibilities contained within the University's health and safety policy. In particular you will ensure that appropriate risk assessments are carried out in respect of significant hazards and that safety inspections are undertaken on at least an annual cycle in each workplace under your control.

It is the responsibility of employees to apply the University's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

All staff have a responsibility for promoting high levels of customer care within their own areas of responsibility.

Staff must be aware of the University's commitment to Sustainability.

All staff must promote healthy behaviour and positive mental health and wellbeing

Post holders are expected to co-operate with the Professional Development Review (PDR) process, engaging in the setting of objectives in order to assist in the monitoring of performance and the development of the individual.

You will assess the training and development needs of each member of staff under your control to ensure they are adequately supported in relation to their work responsibilities.

Such other relevant duties commensurate with the grade of the post as may be assigned by the Manager in agreement with the post holder. Such agreement should not be unreasonably withheld.

The key responsibilities contained in this job description are indicative not exhaustive. Duties and responsibilities may be altered in discussion with the post holder.

All post-holders within the Directorate are expected to be able to provide support across all areas, beyond their immediate team, as requested by the Director and commensurate with their skills, knowledge and experience.

## **Review**

This is a description of the job at the time of issue. It is the University's practice periodically to review and update job descriptions to ensure that they accurately reflect the current nature of the job and requirements of the University and to incorporate reasonable changes where required, in consultation with the job holder.

# Person Specification

**Job Title:** Professor of Entrepreneurship

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have a large number of applications that meet all of the essential criteria, we will then use the desirable criteria to produce the shortlist.

| Selection Criteria |                                |      |                                                                                                                  |                       |      |
|--------------------|--------------------------------|------|------------------------------------------------------------------------------------------------------------------|-----------------------|------|
| Attributes         |                                | Item | Relevant Criteria                                                                                                | Identification Method | Rank |
| 1                  | Skills & Abilities             | 1.1  | Strategic thinking and the ability to lead change and transformation within academic programmes and structures.  | A, I                  | E    |
|                    |                                | 1.2  | Ability to build strong partnerships across academia, industry, community organisations and government.          | A, I                  | E    |
|                    |                                | 1.3  | Excellent interpersonal, communication and negotiation skills.                                                   | A, I                  | E    |
| 2                  | General & Specialist Knowledge | 2.1  | Capacity to lead and inspire academic teams and students in entrepreneurship and innovation.                     | A, I                  | E    |
|                    |                                | 2.2  | Ability to generate and manage multiple income streams.                                                          | A, I                  | E    |
| 3                  | Education & Training           | 3.1  | PhD or equivalent in a relevant discipline.                                                                      | A, I                  | E    |
|                    |                                | 3.2  | Professorial standing, or demonstrable eligibility for such based on academic leadership, outputs, and impact.   | A, I                  | E    |
|                    |                                | 3.3  | Teaching qualification (e.g., PGCE, FHEA) or willingness to work towards.                                        | A, I                  | E    |
| 4                  | Relevant Experience            | 4.1  | Substantial academic experience in entrepreneurship including teaching, research, and external engagement.       | A, I                  | E    |
|                    |                                | 4.2  | Proven leadership in developing and delivering enterprise and entrepreneurship education.                        | A, I                  | E    |
|                    |                                | 4.3  | Strong track record of high-quality research and successful grant capture in entrepreneurship or related fields. | A, I                  | E    |

|                  |  |     |                                                                                                                               |      |   |
|------------------|--|-----|-------------------------------------------------------------------------------------------------------------------------------|------|---|
|                  |  | 4.4 | Experience of translating academic research into commercial outputs such as consultancy, CPD, or spinouts.                    | A, I | E |
|                  |  | 4.5 | Knowledge and experience of Knowledge Transfer Partnerships (KTPs), commercial income generation, and business collaboration. | A, I | E |
|                  |  | 4.6 | Experience of cross-institutional academic collaboration and interdisciplinary working.                                       | A, I | E |
|                  |  | 4.7 | Experience working with SMEs, public sector, and community-based organisations.                                               | A, I | E |
|                  |  | 4.8 | Experience of supervising doctoral students and building PhD capacity.                                                        | A, I | E |
| Date of Revision |  |     |                                                                                                                               |      |   |

|     |                       |   |                      |
|-----|-----------------------|---|----------------------|
| Key | Identification Method | A | Application Form     |
|     |                       | I | Interview            |
|     |                       | T | Test                 |
|     |                       | C | Copy of Certificates |
|     |                       | P | Presentation         |
|     |                       | G | Group Assessment     |
|     | Rank                  | E | Essential            |
|     |                       | D | Desirable            |

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