RIVCO 1HR
learning & organizational development

READINESS LEVEL CHART

KEY POSITION TITLE	INCUMBENT NAME	POSITION VULNERABILITY			POTENTIAL SUCCESSION CANDIDATES		
		OPEN IN < 1 YR	OPEN IN 1 - 3 YRS	OPEN IN 3+ YRS	READY IN < 1 YR	READY IN 1 - 3 YRS	READY IN 3+ YRS
HR Manager	Jane Doe	☐	☑	☐	Senior HRA (John Doe)	Senior HRA (Donald Joe)	HR Analyst (Mary Smith)
Senior HRA	John Doe	☐	☑	☐	HR Analyst (Mary Smith)	HR Analyst (Jordan Lee)	HR Tech (Joe M)
HR Analyst	Mary Smith	☑	☐	☐	None currently	HR Tech (Joe M)	HR Tech (Chris Pratt)
HR Technician	Joe M.	☐	☐	☑	External Pipeline	External Pipeline	External Pipeline
		☐	☐	☐			
		☐	☐	☐			