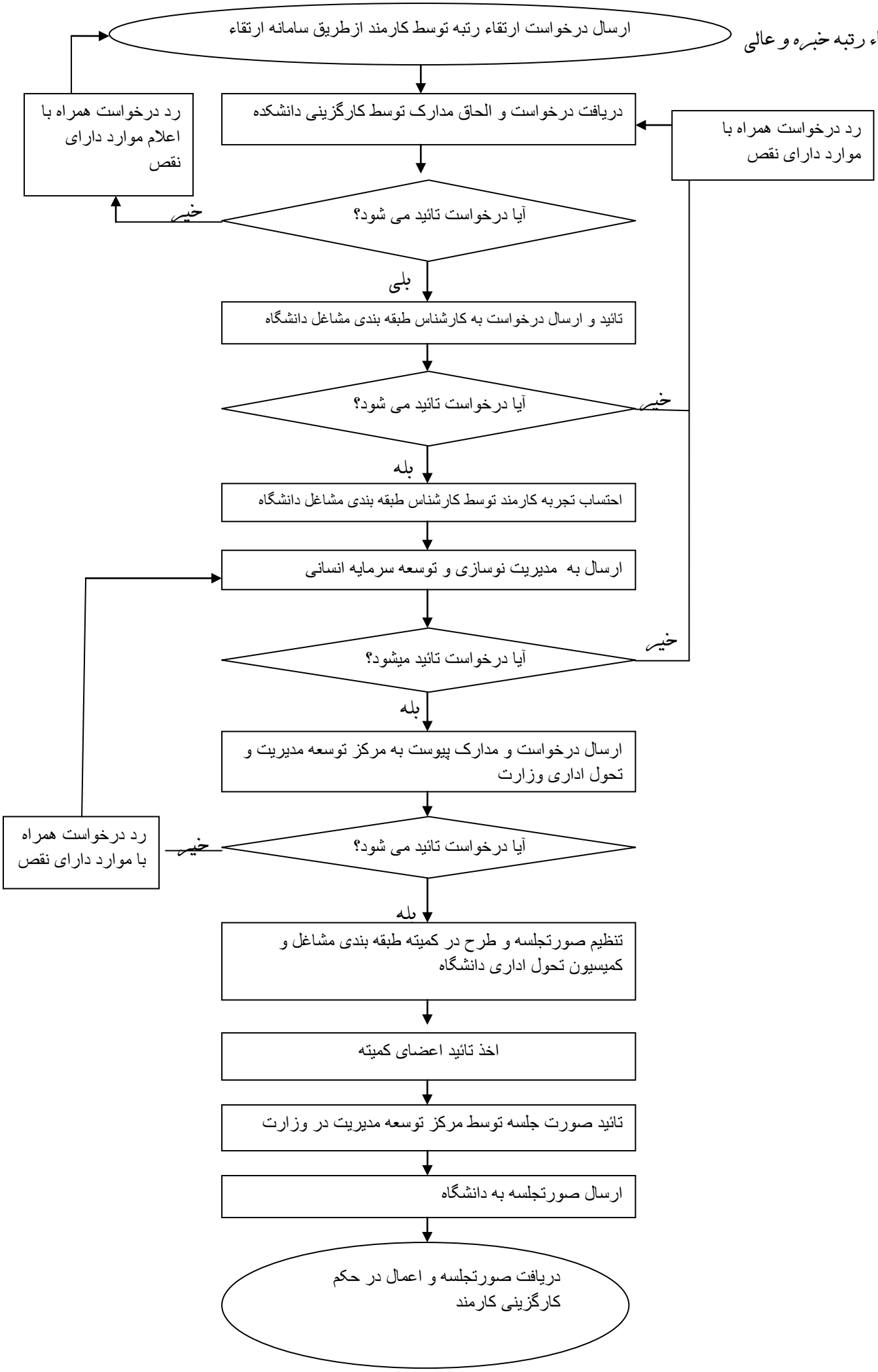فرآیند ارتقاء رتبه خبره و عالی