CHI Competencies (updated Nov. 22)	**Specialist Knowledge and Expertise** • Demonstrates personal commitment, knowledge and motivation to work in CHI. • Be an outstanding communicator. An individual who possesses excellent written/oral communications skills, as well as the ability to present their views in a clear and compelling manner. • Demonstrates beyond doubt, the required knowledge for the specialist role applied for. • Demonstrates strong experience in their specialist area; specifically highlighting their experience relevant to the role applied for. • Demonstrates a strong willingness and ability to operate in the flexible manner that is essential for the effective delivery of the role and position within the team. **Leadership & Direction** • Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward. Understands the challenges of leading complex systems change. • Demonstrates strong management skills, highlighting previous experience leading teams; building teams, that positively impacted service. • Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment. • Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions. **Working with & Through Others** | Influencing to Achieve • Demonstrates the ability to work independently as well as work with a wider multidisciplinary / multi-agency team in a complex and changing environment. • Demonstrates ability to mentor and train (where necessary) junior colleagues in a professional manner • Is persuasive and effectively lives the Vision, Values and Mission of CHI. commands attention and inspires confidence. • Sets high standards for the team and puts their work and the work of the organisation into meaningful context. • Has excellent influencing and negotiation skills. **Managing & Delivering Results** • Places strong emphasis on achieving high standards of excellence. • Commits a high degree of energy to well directed activities and looks for and seizes opportunities that is beneficial to achieving organisation goals. • Perseveres and sees tasks through. • Champions measurement on delivery of results and is willing to take personal responsibility to initiate activities and drive objectives through to a conclusion.

	Critical Analysis & Decision Making • Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems. • Recognises when to involve other parties at the appropriate time and level. • Is willing to take calculated risks in the interests of furthering the reform agenda. • Makes timely decisions and stands by those decisions as required. • Has strong results focus and proven ability to achieve results through decisive actions, whilst maintaining the core values. **Healthcare Professionalism** | Communication & Building relationships • Demonstrates healthcare professionalism; forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety. • Demonstrates a professional competence and attitude to the role and the roles of others. • Possesses the ability to explain, advocate and express facts and ideas in a convincing manner, and actively liaise with individuals and groups internally and externally. • Is committed to building a professional network to remain up-to-date with and influence internal and external politics. • Is committed to working co-operatively and respectfully with colleagues at all levels, across all disciplines.