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| **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.
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