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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. |