

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.