

COMPETENCIES

CORE COMPETENCIES

Communication

- Use effective written and oral communication with internal staff, teams, and community served; demonstrates empathy and listening
 - Communicate with curiosity over judgement
 - Consistent, reliable, transparent, accessible
 - Proactively asks for support

Cultural humility

- Demonstrates the value of diversity and inclusion particularly in marginalized communities; fosters and inclusive environment that facilitates a diverse team thriving within the organization
 - Self-awareness
 - Taking part in advancing diversity and inclusion

Mission driven

- Demonstrates commitment to the mission of the organization as a whole and alignment with organizational values
 - Understanding and passion
 - Communication about the mission
 - "One organization" outlook

Ownership

- Effectively manages own work, and work of teams when relevant, ensuring delivery of high quality work
 - Taking ownership
 - Accountable to the quality of individuals' and teams' work products

Resiliency

- Openly adapts and responds to change effectively; proactively seeks opportunities to be supportive of change and serve our mission; manage and adapt to ambiguity effectively
 - Ability to adjust
 - Openness

Teamwork

- Helps colleagues as needed, views organizational mission and goals as shared
 - Team orientation
 - Collaboration

LEADERSHIP COMPETENCIES

Cultivates innovation

- Able to identify areas where innovation is needed; is open to input and new approaches and develops solutions appropriate for the organization
 - Proactively identifying opportunities to innovate
 - Encouraging different perspectives/techniques
 - Generating organization-wide solutions

Decision-making

- Effectively structures, prioritizes, and facilitates decision-making processes; making decisions effectively and responsibly to improve organizational health and impact
 - Gathering and interpreting data
 - Executing decisions timely
 - Values-based decision making

Develops and motivates others

- Motivates others and supports their development through strong coaching and mentoring
 - Motivating/inspiring
 - Coaching and mentoring

Organizational growth orientation

- Has a future-oriented mindset for the organization; identifies resource development and organizational growth opportunities and pursues them in a strategic manner
 - Assessing growth opportunities
 - Communicating impact of growth
 - Balancing resources and growth
 - Understanding the historical, present context to inform the future of the organization

Team building

- Build strong relationships with teams and colleagues; fosters effective teams and collaborative interactions
 - Structuring and monitoring team work
 - Foster collaboration
 - Conflict resolution

Values and prioritizes inclusivity

- Consistently sees, learns from, and takes strategic action related to diverse perspectives; and demonstrates the self-awareness and behaviors to work with stakeholders (of various identities and levels of power) respectfully and effectively. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace
 - Valuing diverse perspectives and seeking to learn from them
 - Building and advancing diversity and inclusion