

## Regulatory Competencies

### Additional Technical Knowledge/Skills Competency: Management

**Description:** The ability to manage the organisation's processes and staff, maximising the potential of employees, and ensuring the organisation's aims and objectives are achieved.

*Note: Elements are in italics.*

#### *Understanding*

Understands and can articulate own role in the development of the organisation and its people. Shows appropriate leadership by conviction and example, and communicates clearly (both verbally and in writing) and appropriately with staff and others, while demonstrating a focus on achieving the organisation's aims.

Can show evidence of the necessary skills to undertake the business and resource planning required by the organisation to ensure that its objectives can be met within agreed timescales.

Exhibits solid understanding of the organisation's financial management practices in order to submit and supervise operating budgets within assigned scope of responsibility.

Demonstrates clear understanding of all relevant organisation processes and procedures needed to support the management role.

Has sufficient technical knowledge to permit participation in technical discussions on all subjects of relevance to the organisation and its activities both internally and externally.

#### *Guidance and Direction*

Can demonstrate the ability to set appropriate goals, targets and objectives for staff, which assist them to understand clearly their role in the organisation and in the achievement of its objectives.

Can provide effective and consistent technical guidance to staff in the discharge of their duties.

Can delegate authority to the most appropriate level within the organisation, ensuring reasonable work sharing and achieving efficient operations.

Can set key elements of the personnel development policies and processes within the organisation. Demonstrates commitment to the policies by undertaking continuing professional development.

Demonstrates the ability to use a range of influencing skills when attempting to persuade colleagues, the industry and others of relevance to the job holder's position. Is able to resolve conflict appropriately and to the benefit of all concerned.

Embraces change and can perceive and demonstrate to others the benefits of different approaches to problems. Can identify the positive elements of changes to organisational structures and processes and can communicate these benefits to others.

*Persons to whom this is likely to apply:* All managers at appropriate level.