

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.

Knowledge (K), Skills (S), Behaviour (B)

Understanding

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

Can plan and manage resources to achieve the organisation's objectives within agreed timescales (S)

Understands the organisation's financial management practices in order to submit and manage operating budgets within assigned scope of responsibility. (K)

Follows and demonstrates leadership by adhering to all relevant organisational processes and procedures. (B)

Applies technical knowledge to contribute to technical discussions on all subjects of relevance to the organisation and its activities both internally and externally. (S)

Guidance and Direction/ Skills (S) and Behaviours (B)

Is able to set appropriate goals, targets and objectives for staff. (S)

Provides effective and consistent technical guidance to staff in the discharge of their duties. (S)

Delegates authority to the most appropriate level within the organisation, ensuring reasonable work sharing and achieving efficient operations. (S)

Promotes personal development and training for reportees. Demonstrates commitment to the policies by undertaking continuing professional development. (B)

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. (S)

Resolves conflict appropriately and to the benefit of all concerned. (S)

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

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