Required Competencies

Change Leadership
Demonstrates passion and ability to inspire others to embrace organizational change; supporting staff to cope with transition and maintain productivity.

Communication
Demonstrates an ability to communicate effectively in a wide variety of situations including: face-to-face, over the phone and in writing.

Conceptual Thinking
Demonstrates an ability to identify patterns or connections that may not be obvious and determine key or underlying issues in order to offer explanations, identify solutions and resolve problems.

Flexibility and Adaptability
Demonstrates an ability to adapt and thrive in an atmosphere of changing priorities and circumstances.

Partnering
Actively seeks improvement in business outcomes by sourcing and forming strategic partnerships with individuals, groups and organizations both within and outside the organization.

Planning and Goal Setting
Regularly reviews own priorities and plans and those of direct reports, adjusting goals as those of the department and organization change.

Results Oriented
Consistently demonstrates a focus on achieving results despite obstacles and challenges by being concerned with the quality of work and achieving or surpassing excellence standards.

Strategic Business Sense
A demonstrated ability to (a) recognize internal and external patterns and trends in the organizational environment (b) understand the capabilities of the organization and then (c) use this knowledge to develop strategies that ensure organizational success.

Student Focus
Demonstrates a high level of focus on student learning and development, setting priorities based on student needs and continuously seeking ways to meet and exceed student learning goals.

Teamwork and Collaboration
Demonstrates the ability to effectively collaborate on projects and achieve optimal results by working both as a member of a team and with individuals throughout the organization.