

Required Competencies

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.

Relationship Building

Demonstrates an understanding and open attitude toward others, nurturing and valuing positive relationships with others in the work unit and across the organization.

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.

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.

Communication

Demonstrates the ability to communicate concepts to others using clear and impactful language in a variety of settings.

Analytical Thinking

Understands situations by breaking them down into smaller events then tracing implications and organizing elements in order to explain circumstances, identify solutions and resolve problems.

Partnering

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

Change Leadership

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