

Core Competencies	Essential
L1. Promotes Change & Innovation	<p>Communicates and ensures understanding of the Council's vision and direction insuring plans and strategies are consistent with these.</p> <p>Contributes to strategic planning process and develops effective policy.</p> <p>Considers the impact of decision making across the whole Council.</p> <p>Acts in the interests of the full Council.</p> <p>Drives continuous improvement.</p> <p>Seeks opportunities and encourages others to develop innovation and challenging solutions and ideas.</p>
L2. Team Leadership	<p>Interacts and deals with others in a supportive, empathetic and sensitive manner.</p> <p>Takes clear steps to ensure that morale and wellbeing are improved and focuses on building a healthy and safe working environment.</p> <p>Promotes collaboration and teamwork across organisational boundaries.</p> <p>Overcomes any barriers and builds consensus.</p> <p>Cultivates an active network of relationships inside and outside the organisation.</p> <p>Recognises and responds to the concerns of others.</p> <p>Works collaboratively with a wide range of partners in contributing to the vision, leadership and development of their shared organisation to realise its potential.</p> <p>Takes a systematic approach to the development and maintenance of effective partnerships.</p>
L3. Customer Focus	<p>Demonstrates a sound awareness of the Council and the context in which it operates.</p> <p>Is aware of relevant National and Local initiatives, imperatives and factors influencing Public Services.</p> <p>Understands current power and political relationships and the way in which these may affect proposals.</p> <p>Has a sound understanding of influencing and decision making protocols across all stakeholders and relevant bodies.</p>

L.4. Resilience & Integrity	<p>Makes hard decisions and is able to work effectively under pressure.</p> <p>Demonstrates energy and enthusiasm, a positive outlook particularly during adversity.</p> <p>Proven ability to turn things around and lead through difficult periods.</p> <p>Demonstrates a high standard and is willing to do what is right in spite of the personal consequences.</p>
L5. Continuous Improvement	<p>Effectively gathers, assimilates and identifies links in critical information.</p> <p>Challenges current ways of doing things and works to develop new ways of working.</p> <p>Views tactical problems or initiatives from a broad perspective and implements solution that support the Council's strategic objectives.</p> <p>Generates new ideas & solutions that can be successfully implemented.</p>
L6. Being Accountable	<p>Exhibits a high level of personal integrity, ethics and probity and promotes the importance of this to others.</p> <p>Emphasises and ensures compliance with policies, procedures and regulation.</p>
L7. Achieving Results	<p>Commits to taking action and making decisions.</p> <p>Takes the initiative and accepts responsibility for ensuring outcomes are achieved.</p> <p>Challenging and pushing the Council to set high expectations.</p> <p>Sets appropriate goals and objectives.</p> <p>Achieves results.</p>