

Capital Health Network Competency Framework

Competency Framework

This framework articulates the baseline competencies that are expected of every staff member in the organisation. They are written in language that allows assessment and/or measurement as part of human resource management processes from role design through recruitment, performance management and learning and development.

The performance of each employee is assessed against the 10 elements of this framework at a level appropriate to their position in the organisation – staff member, manager or executive.

Being Strategic

Strategic alignment

- Understands CHN's role and function
- Can explain how own work aligns with the strategic goals of the organisation

Organisation wide perspective

- Considers the organisational perspective when thinking through issues or problems
- Identifies and appropriately raises attention to opportunities that support achievement of CHN objectives

Building capability

Managing knowledge

- Ensures the knowledge needed for CHN to succeed is captured, verified, shared and leveraged
- Fosters an environment that supports and encourages the transfer of knowledge to colleagues

Personal and professional development

- Seeks out, applies for and takes up opportunities for professional and personal development
- Ensures own knowledge is contemporary and up to date

Achieving Results

Achievement focus

- Generates results and delivers outcomes by:
 - assuming responsibility for own performance
 - recognising and acting on opportunities
 - working efficiently and meeting deadlines

Flexible thinking

- Demonstrates the ability to adapt to changing situations or environments
- Demonstrates the ability to understand and appreciate different/diverse perspectives

Teamwork

- Works to foster a collaborative environment by:
 - working cooperatively and effectively with others
 - taking appropriate responsibility within the team
 - fostering and supporting cross team collaboration

Living the values

- Aligns own behaviours to the organisational values of accountability, integrity, respect and collaboration
- Acts in ways that promote CHN's goals and objectives

Building Relationships

Stakeholder focus

- Understands and appropriately acts on internal/external stakeholder needs and concerns
- Builds and maintains professional, respectful and open partnerships both internally and externally

Influencing

- Uses honest, respectful and sensitive communication to help others understand and support CHN's goals and objectives