

Assistant Deputy Minister

	Competency	LEVEL	Desired responses demonstrates:
Core Leadership Competencies	Modelling Interpersonal Skills and Personal Responsibility	5	Demonstrates strong self-awareness through deliberate learning from past experience and self-reflection to increase personal effectiveness and responsibility. Uses strong interpersonal skills to build credibility and personal effectiveness
	Developing People	4	Fosters the learning and development of others through supportive relationships. Transfer expertise and builds the long-term leadership capability of others by teaching, coaching and/or mentoring them.
	Influencing Others	4	Generates commitment while inspiring others. Builds coalitions internally and externally, to reach the organization's goals by using a variety of methods and adapting influence approaches, and by effectively using knowledge of how the organization really works.
	Thinking Strategically	5	Takes a comprehensive, long-term view, critically assesses options and implications while linking decisions to strategic goals
	Taking Action and Achieving Results	5	Focuses, commits, and applies resources to identify and achieve appropriate results.
	Leading Change and Innovation	4	Leads the organization effectively through fast changing environments, and creates and implements a vision of an organization that is willing to take risks and tests new approaches.
Job Specific Competencies	Corporate Commitment	n/a	The ability and willingness to promote and align one's own behavior with the needs, priorities and goals of the broader organization. It also includes acting in accordance with broader organizational decisions and behaving with integrity.
	Political Acumen	n/a	The acumen to appreciate and the ability to use the power relationships in one's own organization or other organizations. This includes the ability to identify the real decision-makers and the individuals who can influence them; and to predict how new events or situations will affect individuals and groups within.
Know-ledge	Expertise (may require in full or specific combinations of expertise)	n/a	Expertise and knowledge in leadership and public sector administration, including strategic planning, and human and financial management.

A job profile assesses which [competencies](#) should be exhibited, and at what level, to effectively perform the duties and responsibilities described in the job description.