

Job Profile

Director

	Competency	Level	Desired responses demonstrates:
Corporate Competencies Behaviours with HR Context	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.
	Taking Action and Achieving Results	4	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 test new approaches.
	Promoting Common Values & Ethics	5	Promotes the establishment, development and application of positive organizational values, ethics and standards of conduct. Keeps the organization's vision and values at the forefront of decision making and action.
	Thinking Strategically	4	Takes a comprehensive, long-term view, critically assesses options and implications while linking decisions to strategic goals.
	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.
	Demonstrating Client Focus	5	Creates a client-focused culture for the entire organization and engages others in providing outstanding service to internal and external clients.
Job Specific	Organizational Commitment		The ability and willingness to align one's own behavior with the needs, priorities and goals of the organization, and to promote organizational goals or meet organizational needs. It also includes acting in accordance with organizational decisions and behaving with integrity.
Know-ledge	Expertise (may require in full or specific combinations of expertise)		Strong theoretical base in human resources and public administration including strategic planning. Knowledge of change management, organizational design, disability management, labour relations, attraction, retention and organizational development principles & practices.

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.