



APPENDIX 2

COMPETENCY FRAMEWORK FOR PRINCIPAL LOCAL GOVERNMENT AUDITOR

Principal Local Government Auditor Competencies
<p>Leadership and Strategic Direction</p> <ul style="list-style-type: none">• Leads the team, setting high standards, tackling any performance problems & facilitating high performance• Facilitates an open exchange of ideas and fosters an atmosphere of open communication• Contributes to the shaping of Departmental / Government strategy and policy• Develops capability and capacity across the team through effective delegation• Develops a culture of learning & development, offering coaching and constructive / supportive feedback• Leads on preparing for and implementing significant change and reform• Anticipates and responds quickly to developments in the sector/ broader environment• Actively collaborates with other Departments and Agencies.
<p>Management and Delivery of Results</p> <ul style="list-style-type: none">• Initiates and takes personal responsibility for delivering results/ services in own area• Balances strategy and operational detail to meet business needs• Manages multiple agendas and tasks and reallocates resources to manage changes in focus• Makes optimum use of resources and implements performance measures to deliver on objectives• Ensures the optimal use of ICT and new delivery models• Critically reviews projects and activities to ensure their effectiveness and that they meet Departmental requirements• Instils the importance of efficiencies, value for money and meeting corporate governance requirements• Ensures team are focused and act on Business plans priorities, even when faced with pressure.
<p>Building Relationships/Communication</p>



- Speaks and writes in a clear, articulate and impactful manner
- Actively listens, seeking to understand the perspective and position of others
- Manages and resolves conflicts / disagreements in a positive & constructive manner
- Works effectively within the political process, recognising & managing tensions arising from different stakeholders perspectives
- Persuades others; builds consensus, gains co-operation from others to obtain information and accomplish goals
- Proactively engages with colleagues at all levels of the organisation and across other Departments and builds strong professional networks
- Makes opinions known when s/he feels it is right to do so.

Judgment & Decision Making

- Identifies and focuses on core issues when dealing with complex information/situations
- Assembles facts, manipulates verbal and numerical information and thinks through issues logically
- Sees the relationships between issues and quickly grasps the high level and socio-political implications
- Identifies coherent solutions to complex issues
- Takes action, making decisions in a timely manner and having the courage to see them through
- Makes sound and well informed decisions, understanding their impact and implications
- Strives to effectively balance the sectoral issues, political elements and the citizen impact in all decisions.

Specialist Knowledge, Expertise and Self Development

- Develops and maintains skills and expertise across a number of areas that are relevant to his/her field and recognised by people internal and external to the Department
- Keeps up to date with key departmental, sectoral, national and international policies and economic, political and social trends that affect the role
- Maintains a strong focus on self-development, seeking feedback and opportunities for growth.

Drive and Commitment to Public Sector Values

- Consistently strives to perform at a high level
- Demonstrates personal commitment to the role, maintaining determination and persistence while maintaining a sense of balance and perspective in relation to work issues
- Contributes positively to the corporate agenda
- Is personally trustworthy, honest and respectful, delivering on promises and commitments
- Ensures the citizen is at the heart of all services provided



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- Is resilient, maintaining composure even in adverse or challenging situations
- Promotes a culture that fosters the highest standards of ethics and integrity.