

Stabilisation Unit Core Competency Framework

Essential personal behaviours required to operate effectively in all Stabilisation Unit roles including those in a hostile environment

Self-Management and Motivation		Working with Others			Applied Intellect
Managing yourself and self-reliance	Delivering results	Communicating and influencing	Developing and managing collaborative relationships	Leadership and management	Decision making
Apply a high level of self awareness in order to develop and maintain your skills and knowledge as well as cope with the demands of the role	Assure delivery through effective identification, planning and management of timeliness, people, risk, cost and quality requirements	Adapt how and what you communicate in order to influence diverse audiences	Engage effectively with relevant colleagues, partners and stakeholders to share information, seek advice and build relationships that deliver results	Set the pace and behave with integrity, reinforcing good team work and performance as well as taking account of the big picture	Make decisions based on the analysis of the evidence available
<p>CONTEXT: SU personnel often deploy to conflict-affected or fragile states, therefore in the assessment of each of these competencies, particular importance should be placed on evidence which demonstrates: <i>safe and secure working</i> and <i>cultural awareness and sensitivity</i>.</p>					
<ul style="list-style-type: none"> Adopts a disciplined approach to managing risks and avoiding harm to self and others Uses effective coping strategies to manage the pressures of difficult working and living conditions Maintains flexibility and a sense of perspective by taking a balanced, evidence-based view of events Exercises self-control to remain composed and constructive when faced with frustrating or distressing circumstances Maintains a calm, rational approach when the social demands of the situation are complex and challenging Balances self-confidence with openness to feedback and a commitment to self-development 	<ul style="list-style-type: none"> Uses initiative to identify opportunities, explore alternatives and pursue solutions Shows persistence and determination in striving to achieve objectives Takes responsibility for ensuring work is done efficiently and to a high standard Takes a pragmatic approach to achieving objectives, responding in a flexible way to changing situations and requirements Balances competing demands, priorities and stakeholder interests to achieve the best overall outcome Plans ahead taking account of wider requirements and the need for continuity 	<ul style="list-style-type: none"> Tailors approach based on recognising how to gain the co-operation and respect of different groups and individuals Works closely with key stakeholders to keep them informed and involved Plays an active role in facilitating shared understanding among groups from diverse backgrounds Influences plans and decisions by contributing views and input based on understanding of the cultural context Shows confidence by challenging others' views and decisions in a firm but constructive manner Influences by making good use of own and other people's contact networks 	<ul style="list-style-type: none"> Understands others' needs and perspectives by paying attention to clues in what they say and do Invests time and effort in building and maintaining good relationships with colleagues and stakeholder groups Acts with fairness and consideration towards other people Establishes collaboration with other groups and organisations to develop creative solutions in support of objectives Accommodates the priorities of the team, adapting own role and behaviour to achieve shared objectives Seeks out others' experience and knowledge to ensure plans and objectives are sound and relevant 	<ul style="list-style-type: none"> Takes responsibility for ensuring the team works well together Plays an active role in pre-empting and resolving misunderstandings and conflict Leads by example in demonstrating confidence and commitment Recognises when to take the lead on setting direction and introducing improvements <p><u>For those who have line management responsibility:</u></p> <ul style="list-style-type: none"> Provides team members with challenge and responsibility, backed up with appropriate support Facilitates the development of others by providing feedback and learning opportunities Takes a firm but fair approach to maintaining high standards of performance 	<ul style="list-style-type: none"> Uses a wide range of sources to gather information and explore alternatives Takes steps to clarify information and check assumptions before deciding on a course of action Applies critical analysis to identify and evaluate options Makes good use of past experience to assess a situation and take action Demonstrates confidence in exercising judgement to determine the best way forward Thinks flexibly, considering a range of diverse ideas, perspectives and solutions