WIRRAL COUNCIL COMPETENCY FRAMEWORK

(GRADUATES)

#BETHE DIFFERENCE

Introduction

Our Graduate competency framework offers an insight into the behaviours that Graduates will develop during their time on the programme. These competencies will also be used to assess candidates during the later stages of the recruitment process. **We recognise however that candidates may not be fully competent in, or have experience demonstrating, all of these behaviours yet and so this should not deter candidates from applying.** Our recruitment process will consider transferable skills and behaviours and will focus on those behaviours marked with a star symbol ⭐ .

There are seven key competencies that our Graduates will develop during the programme, each with a series of underlying positive indicators which are designed to give an overview of the associated behaviours. The key competencies are:

- Leadership
- Working Together
- Decision Making
- Delivering Results
- Change Orientation
- Learning and Improvement
- Organisational Commitment and Context

Although the Council is referenced throughout the framework, **candidates from a range of backgrounds are encouraged to apply and do not need to demonstrate Local Government specific experience.**

Please Note: Assessment against the competencies will only be used in the later stages of the recruitment process. For your initial application you should focus on demonstrating how you meet the essential criteria outlined in the job description.

Leadership

POSITIVE INDICATORS

- I see the bigger picture and understand how my work and the work of my team contributes to the achievement of organisational goals and priorities.

- I engage positively in debate and listen and seek to understand the views of others. ⭐

- I value diversity; I see the benefits that diversity of experience and perspective can bring and actively encourage others to have their say. ⭐

- I continue to develop my self-awareness; I seek to understand my strengths and limitations and consider the impact of my own working style on others. ⭐

- I am building my confidence to share my ideas. ⭐

- I contribute to a positive working environment by acting with integrity.

Working together

- I am proactive in developing my network and building working relationships, getting to know my ⭐ colleagues and understanding their viewpoints to enable my own development.

- I collaborate enthusiastically with others, drawing on their skills and expertise to develop and deliver ⭐ innovative ideas and solutions.

- I clearly and effectively communicate with ⭐ others, adapting my approach based on audience needs.

- I work beyond boundaries; I actively seek to understand and contribute to work outside of my own immediate sphere.
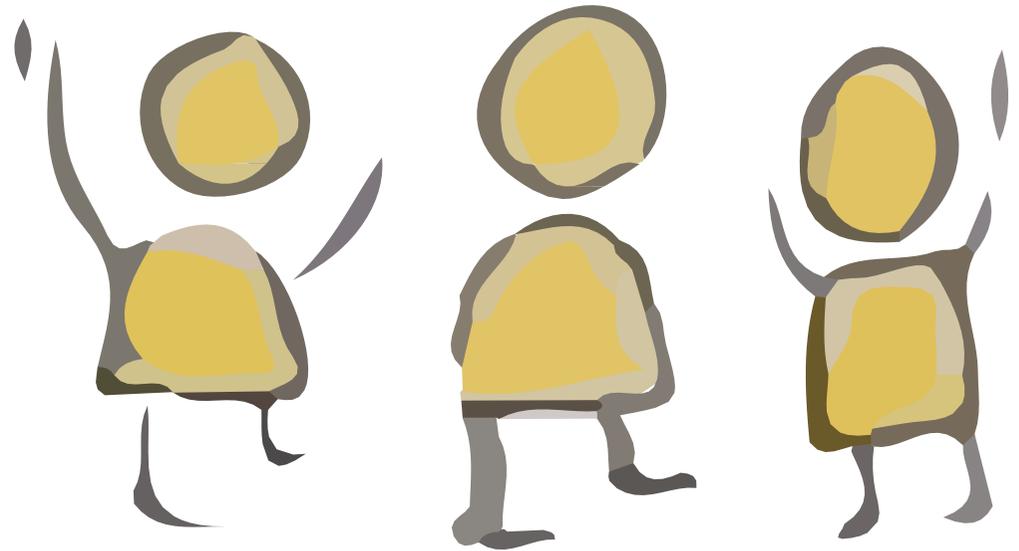
Decision Making

POSITIVE INDICATORS

- I am developing an evidence-based approach to decision making and problem-solving; I analyse and make use ⭐ of relevant, credible information from internal and external sources and think critically about the best approach for the current context.

- I seek to consider a range of internal and external factors, cost ⭐ implications, and risks and opportunities to support effective decision making.

- I recognise who my stakeholders are and seek to involve them early on to ensure informed and inclusive decisions are made.

- I understand when I can make a decision and recognise when further input or expert advice from my manager is required.

- I take accountability for my own decisions and acknowledge ⭐ when I make mistakes.

Delivering Results

- I proactively seek information, resources and support from others ★ in order to help achieve results.

- I take action; I develop, manage and drive forward project plans to ★ deliver outcomes in a fast-paced environment.

- I am resourceful; I creatively make use of available resources to ★ develop solutions and overcome barriers to the delivery of projects.

- I take accountability for quality assuring my work, ensuring that it is fit for purpose and seeking opportunities to improve through continuous learning.

- I place the needs and experience of customers at the heart of my work, ensuring my projects and initiatives are modern, inclusive and accessible to all.

Change Orientation

- I act as a change agent; I champion change and understand its importance in enabling the achievement of an ambitious vision for Wirral.

- I think outside the box, creatively developing and pursuing ⭐ new ideas and ways of working to deliver improved outcomes.

- I am flexible and resilient in the face of change. I seek to ⭐ navigate uncertainty and demonstrate initiative in managing my workload in line with changing priorities.

- I help others to make sense of change, communicating the 'why' and using my role as a Graduate to feedback any ideas, issues or concerns from the workforce.

Learning and Improvement

- I have a growth-mindset; I take accountability for my own learning ⭐ and actively seek out opportunities for both personal and professional development.

- I remain positive and focused on achieving outcomes despite ⭐ setbacks.

- I am not afraid to experiment with new ideas and view failure as an opportunity for growth.

- I readily share my learning with others, recognising the knowledge ⭐ and expertise I can bring.

- I proactively seek and act upon a broad range of feedback regarding ⭐ my own performance and strive to continuously develop myself.

- I continuously evaluate any projects I deliver to identify lessons learned and drive improvement.

Organisational Commitment and Context

POSITIVE INDICATORS

- I seek to develop my political awareness to ensure I understand the important role Councillors play in leading the ⭐ organisation and routinely consider the implications this has on both my own and the Council's decision making.

- I understand that our residents are our customers and take accountability to contribute to services that deliver value for money.

- I recognise the current challenges facing Local Government ⭐ and I seek to contribute to forward-thinking ideas for how the Council can overcome these.

- I enthusiastically seek out opportunities to learn more about the Wirral as a place, exploring what it has to offer, discovering its rich history, and building positive relationships across the borough.