

Secretary General Key Competencies for effective performance

The attention of candidates is drawn to the key competencies that have been developed for use by the Top Level Appointments Committee (TLAC) for Secretary General and equivalent level posts.

The competency framework has identified 10 key individual competencies associated with effective performance, clustered into 4 main dimensions as illustrated below:

Leadership	Judgement	Managing Relationships	Personal Drive for Results
<ul style="list-style-type: none">• Establishing Vision and Purpose• Providing Developmental Leadership	<ul style="list-style-type: none">• Judgement and Systemic Perspective• Steering through the political environment• Environmental Awareness	<ul style="list-style-type: none">• Managing Relationships• Communication	<ul style="list-style-type: none">• Managing for Results• Personal Drive and Accountability• Performance Focus• Professional Integrity