

Competency Framework



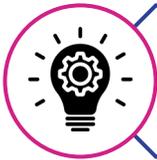
Inclusion

- Actively inclusive and promotes belonging.
- Addresses structural inequity.
- Develops Welsh language and identity.



Wellbeing & Psychological Safety

- Promote emotional wellbeing.
- Ensures physical wellbeing and safety.
- Creates psychological safety.



Adaptability & Response to Change

- Responds to change effectively.
- Is able to adapt to changing context.
- Is creative and innovative in approach.



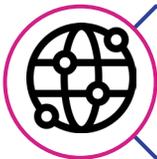
Accountability

- Holds self and others to account.
- Delivers against personal and team objectives.
- Ensures governance across finance, corporate and quality requirements.



Presence & Communication

- Understanding and awareness of self.
- Makes strong connections whilst managing boundaries.
- Is clear and concise in communication.



Collaboration & Strategic Awareness

- Brings diverse voices together.
- Challenges and is open to being challenged respectfully.
- Understands wider organisational priorities.



Effective Planning

- Effectively plans at self, tactical and strategic level.
- Makes intelligence-based decisions.
- Listens, reflects and prioritises.



Learning-focussed

- Actively listens, learns and improves.
- Provides feedback and recognition.
- Invests in personal and professional development.