Performance Management and Development Process Competency Directory

Job Specific Competencies

Knowledge: The staff member possesses and exhibits the functional knowledge needed to perform the duties and satisfy the responsibilities of their position.

Skill: The staff member possesses and exhibits the skills required to perform the duties and satisfy the responsibilities of their position.

Behavior: The staff member exhibits the behaviors necessary to successfully perform the duties and satisfy the responsibilities of their position in line with Pace's core values.

LEADERSHIP COMPETENCIES

(Applies to members of the Management Council

Decisiveness and Risk-Taking

Makes difficult decisions and takes decisive action, including taking unpopular stands, when necessary.

Confronts issues and problems in discussions with management.