

RivCo Integrated Talent Strategy

Countywide Competency Model

The new countywide competency model is one component of the new RivCo Integrated Talent Strategy. Each job classification will fall into one of the below job levels. The job levels then align to the competencies that must be demonstrated successfully in order to perform the duties, scope of work, and accomplish established performance goals.

The competencies come from our current KFLA (Korn Ferry Leadership Architect) competency library. The number of competencies on an annual performance evaluation will range from 4 - 5, depending on the job level, and will auto-populate onto the evaluation form. During the selection phase, behavioral interview questions for each of the competencies are available for hiring managers to assist with selection. The competencies will also be aligned and mapped to training and development activities available through County Human Resources.

JOB LEVEL	COMPETENCY CATEGORIES			
	F1: Thought	F2: Results	F3: People	F4: Self
Clerical/Trades/Labor	Customer Focus	Ensures Accountability	Communicates Effectively	Self-Development
Technical/Paraprofessional	Customer Focus	Ensures Accountability Plans and Aligns	Communicates Effectively	Self-Development
Professional	Manages Complexity	Ensures Accountability Resourcefulness	Communicates Effectively	Self-Development
Management/Supervisors	Decision Quality	Directs Work	Develops Talent	Instills Trust
Department Executive <i>(Including Assistant Directors, Deputy Directors and equivalent executive titles in Departments)</i>	Department-wide Strategic Mindset	Drives Results	Organizational Savvy	Demonstrates Self-Awareness
County Leadership <i>(including CEO, CAO, COO, Deputy CEOs, Assistant CEOs, Department Heads)</i>	Countywide Strategic Mindset (Global Perspective)	Action Oriented	Builds Effective Teams Drives Vision and Purpose	Demonstrates Self-Awareness