

The Global Fund Core Competency Framework

1. **Gathering Information:** Research information thoroughly utilising relevant sources to build the basis on which decision making will be possible, structure information to be easily understood and used by others
2. **Solution Oriented Analysis:** Create business-relevant solutions (frameworks, concepts, proposals etc.,) using analytic/quantitative tools, identify new developments and cause/effect relationships; be bold in finding new and creative solutions which lead to positive business results.
3. **Sound Decision Making:** Identify alternatives or options in planning and decision making; hold different options in focus simultaneously and evaluate their pros and cons; make decisions including weighing up the risks for the organisation.
4. **Building Relationships:** Build up and strengthen internal and external networks; form alliances and partnerships; promote well-informed understanding of ideas, strategies and values; build up a relationship of long-term trust when interacting with different individuals and groups; maintain composure and keep a positive outlook in difficult circumstances including conflict resolution.
5. **Demonstrating Accountability and Commitment:** Explain clearly own position on issues, raise confidence by taking decisions when required and commit self accordingly; take initiative and timely actions where appropriate; ensure transparency; hold oneself accountable to individual job role and organisational values; stand to decisions made while being open to admit necessary changes; set an example by living exemplary work ethics.
6. **Communicating Effectively:** Uses appropriate communication techniques effectively (e.g. non-technical and visual aids, actively listening); create mutual understanding and commitment to a course of action; communicate clearly both verbally and in writing; present ideas clearly and persuasively so that the audience or individual understands what is being communicated; tailor communication to different audiences.
7. **Understanding Others:** Understand the ideas; motivation and constraints of another; be able to comprehend issues, problems and opportunities from the viewpoint of others; be sensitive and respect cultural differences and individuals; listen and adjust to other points of view.
8. **Developing Capability:** Be aware of own and others strengths and weaknesses relative to organisational needs; seek appropriate development opportunities to improve performance; give and receive feedback constructively and consistently.
9. **Promoting Teamwork:** Involve others; be active in building a climate of cooperation; confidence and encouragement in which individuals feel valued; supported and empowered to collectively achieve the organisation's goals; be open to voice opinion; even if diverging from the rest of the team; inform, interact and cooperate with other teams.
10. **Results Oriented:** Structure and prioritise the tasks/goals; implement agreed plans and ideas in the agreed timeframe; take responsibility to attain effective/efficient and high quality outcomes; be aware of organisational goals and connect them with individual/team tasks.
11. **Managing and Improving Performance:** Possess high work standards and set ambitious yet attainable goals, measure progress regularly against those goals; inspire and motivate others; be committed to continuous improvement, recognise performance fairly and transparently; adapt to competing demands and shifting priorities; focus on outcomes.