



**Chief Executive Officer
SCIENTIFIC RESEARCH ORGANIZATION OF
SAMOA**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Leadership

- Articulates a clear vision of the Organization inspires a sense of shared purpose and direction and drives the Organization's vision and long-term direction.
- Ability to recognize opportunities that the Organization can utilize to secure resources from local and international sources to support implementation of its programs and the strengths and potentials of its personnel in meeting the Organization's vision and goals.
- Ability to make timely and effective decisions and produce results through strategic planning and implementation and evaluation of programs and policies to inform policy and operation reforms.
- Considers emerging trends and multiple perspectives when assessing impact, long-term opportunities and viable solutions.
- Drives and sustains a performance culture and inspires a strong desire to succeed and work towards goal accomplishments.
- Demonstrates understanding of management principles particularly in an education environment.
- Has good command skills and encourages internal feedback and external assessment for improving the Organization's performance and take personal responsibility for outcomes.
- Build effective teams and relevant systems within the Organization to ensure effective and efficient operations.
- Ability to acquire and administer resources (human, financial, material, information) in a manner that instils public trust and accomplishes the Organization's goals.



2. ***Building Relationships***

- Nurtures internal and external relationship
- Values individual's differences, strengths and potential and harness these to achieve the Organization's goal
- Develops guides and monitors employees.
- Drives a culture of collaboration, participation and recognizes importance of consultation, stakeholder engagement and fostering teamwork.
- Communicates the big picture clearly to a wide range of internal and external audience with precision, confidence and in an articulate manner.
- Empowers, mentors and engages staff in activities to sustain morale and encourage regular feedback and recognition of achievement.

3. ***Delivers and Achieves Results/Outcomes***

- Drives a culture of achievement and commitment to achieving outcomes beyond expectations.
- Drives an efficient and effective system of planning, reporting progress, monitoring and evaluating of results.
- Stimulate / create a culture of accountability and transparency.
- Uses workforce planning to develop and maintain the capability to deliver services effectively.



B. PERSONAL ATTRIBUTES

1. *Integrity/Ethics*

- Possess appropriate values and belief in what is best for the common good.
- Is widely trusted and is seen as a direct and courageous individual.
- Personifies values of honesty, integrity, impartiality, transparency accountability.
- Demonstrate self-awareness and commitment to personal development.
- Serves the Government of the day irrespective of personal preferences.



2. Commitment & Personal Drive

- Takes responsibility and initiates timely action to resolve issues.
- Is prepared to make tough corporate decisions to achieve desired outcomes.
- Accepts accountability for mistakes made in the organization and ensures corrective action is taken.

3. Intellect and Judgment

- Is analytical, proactive, innovative and able to conceptualize strategic issues faced by the Organization and apply appropriate and cost-effective solutions.
- Is aware of new and emerging issues such as climate change and disaster risks and able to design interventions to adapt to climate change and reduce disaster risks and ensure that the Organization is ready to respond at all times to small scale incidents and national disasters.
- Has the functional and technical knowledge to carry out the Chief Executive Officer's duties to a high level of accomplishment.



- Makes sound decisions based on common sense, experience and good judgment without prejudice.
- Anticipates implications and applies effective judgment to develop solutions.

4. Creativity and Innovation

- Consistently generates and employs original ideas, tackling both simple and complex problems.
- Brings out the best in others, leads them to discover new ideas, solutions and new ways of doing the job and unafraid to use unorthodox methods.
- Drives and steers the change agenda and demonstrates understanding of the complex range of factors which effect change.
- Ensuring a safe and happy work environment for all employees where they can freely express their creativity and individuality and still value being part of the Organization.



C. EXPERIENCE & PAST PERFORMANCE

- Proven experience in management or leadership with a minimum of eight (8) years in public or private service.
- Proven work history in conducting scientific & technical research and attracting research funding for scientific research projects.

D. ACADEMIC QUALIFICATION

- Minimum qualification of a Bachelor degree or higher from a recognized tertiary institution in Science in at least two of the following disciplines:
 - ✓ Food Science and Technology,
 - ✓ Renewable Energy, Biotechnology,
 - ✓ Quality Management Systems,
 - ✓ Agricultural Sciences,



Government of Sāmoa

*Competency Self-Assessment Form
Chief Executive Officer, SROS*

- ✓ Agriculture Sciences,
- ✓ Product Development; or,
- ✓ other related science disciplines relevant to this position.