



**Chief Executive Officer
Samoa Housing Corporation**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Leadership

- Articulates a clear vision of the Corporation and inspires a sense of shared purpose and direction.
- Drives the Corporation's vision and long-term direction to achieve government and agency objectives and ensure improved services to the community.
- Ability to recognize opportunities that the Corporation 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 Corporation'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 of key issues and identifies long-term opportunities and viable solutions.
- Ability to acquire and administer resources (human, financial, material, information) in a manner that instills public trust and accomplishes the Corporation's goals.
- Provides advice to government that reflects analysis of a broad range of issues and the whole-of-government agenda.
- Demonstrates a sophisticated understanding of political, social and economic factors affecting the Corporation.
- Must have sound knowledge of all current and relevant legislations governing the Corporation's operations and related to the Corporation.



2. Building Relationships

- Builds and sustains relationships within the Public Body, with the Minister, across the Public Sector, across agencies and with a diverse range of external stakeholders.
- Drives a culture of collaboration, participation and values diverse viewpoints to enhance operations.
- Recognizes importance of consultation, stakeholder engagement and fostering teamwork.
- Encourages and maintains a performance culture ensuring regular feedback and recognition of achievement.
- Empowers, mentors and engages in activities to sustain morale.
- Being able to communicate the big picture clearly to a wide range of internal and external audience with precision, confidence and in an articulate manner.

3. Delivers and Achieves Results/Outcomes

- Drives a culture of achievement and commitment to achieving outcomes beyond expectations.
- Drives activities that support organizational sustainability, operational efficiency and flexible resource management.
- Drives and steers the change agenda and demonstrates understanding of the complex range of factors which effect change.
- Drives an efficient and effective system of reporting progress and evaluation results.
- Engenders a culture of accountability and transparency.
- Optimizes professional expertise to improve overall performance and delivery of organizational outcomes.



B. PERSONAL ATTRIBUTES

1. Integrity/Ethics

- Provides impartial and forthright advice.
- Models high standard of ethics and probity.
- Is widely trusted and seen as a direct, truthful and courageous individual.
- Serves the Government of the day irrespective of personal preferences.
- Exemplifies integrity and personifies Values of honesty, impartiality, service, respect, transparency, accountability, efficiency and effectiveness.



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 intellectually sharp and exhibits a sophisticated understanding of the environment affecting whole-of-government agenda and impacts on the Corporation.
- Shows levels of high analytical, conceptual and innovative thinking.
- Proficiently handles concepts and complexity, blends analysis and insight to effectively inform and enhance organizational performance.
- Anticipates implications and applies effective judgment to develop solutions.

3. Creativity and Innovation

- Consistently generates and employs original ideas, tackling both simple and complex problems.
- Pursues new methods and solutions, thinks outside the box, connects disparate ideas and is unafraid to use unorthodox methods.



- Brings out the best in others in brainstorming sessions or one-on-one, leading them to discover new connections, new solutions and new ways of doing the job.
- 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 Corporation.

C. EXPERIENCE & PAST PERFORMANCE

- Proven experience in management or leadership at a minimum of eight (8) years of service.



D. ACADEMIC QUALIFICATION

- Minimum qualification of a Bachelor degree either in Finance, Accounting, Economics or Business Management or in other related discipline relevant to this position.