



**Managing Director
Samoa Water Authority**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Thinking

- Articulates a clear vision of the Authority and inspires a sense of shared purpose and direction.
- Drives the Authority's vision and long-term direction to achieve government and agency objectives and ensure improved services to the community.
- Considers emerging trends and multiple perspectives when assessing impact of key issues and identifies long-term opportunities and viable solutions.
- Demonstrate understanding of management principles particularly in a civil engineering or water management environment.
- 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 Public Body.



2. *Building Relationships*

- Builds and sustains relationships within the Public Body, with the Minister, across the Public Service, 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.
- Communicates 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 activities that support organizational sustainability, operational efficiency and flexible resource management.
- Engenders a culture of accountability and transparency.
- Optimizes professional expertise to improve overall performance and delivery of organizational outcomes.
- Drives and steers the change agenda and demonstrates understanding of the complex range of factors which effect change.
- Drives a culture of achievement and commitment to achieving outcomes beyond expectations.
- Drives an efficient and effective system of reporting progress and evaluation results.
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B. Personal Attributes

1. Integrity and Honesty

- 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 ensure 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 organization.
- 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.

4. 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.



C. Experience and Past Work Performance

- The Managing Director shall, where reasonably possible, be a qualified and experienced Civil or Mechanical Engineer.
- Must have at least ten (10) years of relevant Managerial experience preferably in the fields of water management, strategic management of finance and human resource or engineering.

D. Academic Qualification

- A relevant tertiary Qualification from an accredited institution in the Civil Engineering/Mechanical Engineering/Water Management/Strategic Management or related area.