



**General Manager
Samoa Land Corporation**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Leadership

- Articulates a clear vision for the organisation and inspire a sense of shared purpose that drives the organization's vision and long-term direction.
- Demonstrate understanding of corporate governance issues as they apply to Public Bodies and organizations and delivering 'public-good' objectives.
- Develop clear goals that are consistent with approved strategies, identify priority activities and allocate resources appropriately.
- Ability to identify strategic issues, opportunities and risks and able to communicate effectively broad and compelling organisational direction.
- Able to initiate and analyse policies and provide strategic advice at the Ministerial and Board level.
- Demonstrates a clear understanding of political, social and economic factors affecting the organization.
- Strong strategic skills, the ability to develop long term value-creating opportunities for the organization whilst not losing focus on shorter term results.
- Sound knowledge of all current relevant legislations governing the Company's operations and all legislation related to public bodies.
- Ability to acquire and administer resources (human, financial, material, information) in a manner that instil public trust and accomplish the organization's goals.
- Is resourceful, optimistic, energetic, open-minded, flexible and capable of solving problems and making sound decisions.



2. Building Relationships

- Values individual's differences, strength and potential and harness these to achieve the Company's goals.
- Drives a culture of collaboration, participation and recognizes importance of consultation, stakeholder engagement and fostering teamwork.
- 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.
- Exhibits strong organizational ability seen through integration of structures, systems, processes and resources to achieve objectives.



- Stimulate / create a culture of accountability and transparency.
- Uses workforce planning to develop and maintain the capability to deliver services effectively.
- Explores innovative approaches to ensure value for money in services delivery.

B. PERSONAL ATTRIBUTES

1. Integrity/Ethics

- Provides impartial and forthright advice.
- Models high standard of ethics, conduct and probity.
- Widely trusted and seen as a direct, truthful and courageous individual.
- Personifies the values of honesty, integrity, impartiality, transparency and accountability.
- Demonstrate self-awareness and commitment to personal development
- Serve 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 Samoa Land Corporation and apply appropriate and cost-effective solutions.
- Has the functional and technical knowledge to carry out the General Manager'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.



D. ACADEMIC QUALIFICATION

- Minimum qualification of a Bachelor degree from a recognised tertiary institution in Management, Commerce or other fields relevant to the position. Other relevant academic qualifications and achievements will also be considered.