



**General Manager
Development Bank of Samoa**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Leadership

- Articulates a clear vision and inspires a sense of shared purpose that drives the Bank's long-term direction.
- Ability to recognize opportunities that the Bank can utilize to secure resources from local and international sources for implementation of its programs
- Ability to recognize and use the strengths and potentials of its personnel in meeting the Bank'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
- Demonstrate understanding of management principles, particularly in an education environment
- Drives and sustains a performance culture and inspires a strong desire to succeed and work towards goal accomplishments
- Build effective teams and relevant systems within the Bank to ensure effective and efficient operations
- Ability to acquire and administer resources (human, financial, material, information) in a manner that instills public trust and accomplishes the Bank's goals.



2. Building Relationships

- Nurtures internal and external relationship
- Values individual's differences, strengths and potential and harness these to achieve the Bank's goal
- Drives a culture of collaboration, participation stakeholder engagement & consultation and teamwork
- Communicates the big picture clearly to a wide range of internal and external audience with precision and confidence
- 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, progress reporting, monitoring and evaluating of results
- Stimulate and sustain 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

- Holds appropriate values and belief in what is best for the common good, including respect of the Samoan culture & traditions
- 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.
- Makes 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*

- Analytical, proactive, innovative and able to conceptualize strategic issues faced by the Development Bank of Samoa and apply appropriate and cost-effective solutions.
- 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 Development Bank of Samoa is ready to respond at all times to small scale incidents and national disasters.
- 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

4. *Creativity and Innovation*

- Generates and employs original ideas, tackling both simple and complex problems consistently
- 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
- Ensures 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 Development Bank of Samoa.

C. EXPERIENCE & PAST PERFORMANCE



- Proven experience in management or leadership with a minimum of eight (8) years of services in public or private service in the following areas; professional & managerial experience in finance, portfolio management & assessment, credit risks management, financial analysis, banking, accounting or economics, experience in project management, public sector management, government policies and reforms, and in building network & relationships

D. ACADEMIC QUALIFICATION

- Minimum qualification of a Bachelor degree from a recognized tertiary institution in Accounting, Finance, Economics, Business Management, Banking & Project Management
- Professional membership of a recognized professional body relevant to the work of the Bank is an advantage