

# RivCo Integrated Talent Strategy Countywide Competency Model

The new countywide competency model is one component of the new RivCo Integrated Talent Strategy. Each job classification will fall into one of the below job levels. The job levels then align to the competencies that must be demonstrated successfully in order to perform the duties, scope of work, and accomplish established performance goals.

The competencies come from our current KFLA (Korn Ferry Leadership Architect) competency library. The number of competencies on an annual performance evaluation will range from 4 - 8, depending on the job level, and will auto-populate onto the evaluation form. During the selection phase, behavioral interview questions for each of the competencies are available for hiring managers to assist with selection. The competencies will also be aligned and mapped to training and development activities available through County Human Resources.

JOB LEVEL	COMPETENCY CATEGORIES			
	F1: Thought	F2: Results	F3: People	F4: Self
<b>Clerical/Trades/Labor</b>	Customer Focus	Ensures Accountability	Values Differences	Self-Development
<b>Technical/Paraprofessional</b>	Customer Focus	Ensures Accountability Plans and Aligns	Values Differences	Self-Development
<b>Professional</b>	Customer Focus Manages Complexity	Ensures Accountability Resourcefulness	Values Differences Communicates Effectively	Self-Development
<b>Management/Supervisors</b>	Customer Focus Decision Quality	Ensures Accountability Directs Work	Values Differences Develops Talent	Self-Development Instills Trust
<b>Department Executive</b> <i>(Including Assistant Directors, Deputy Directors and equivalent executive titles in Departments)</i>	Customer Focus Strategic Mindset	Ensures Accountability Drives Results	Values Differences Drives Vision and Purpose	Self-Development Demonstrates Self-Awareness
<b>County Leadership</b> <i>(including CEO, CAO, COO, Deputy CEOs, Assistant CEOs, Department Heads)</i>	Customer Focus Cultivates Innovation	Ensures Accountability Action Oriented	Values Differences Organizational Savvy	Self-Development Courage