

## Selection Criteria – Program Manager, Water for Nature

Job Ref #2001824

Please address each of the below criteria in a third document titled “Selection Criteria” in addition to providing your resume and a covering letter.

Motivating Others	1) Demonstrated experience in empowering staff to take initiative and to provide suggestions for ways of doing work more effectively or efficiently.
	2) Proven ability to provide clear direction to staff consistent with the Strategic Plan and the values of the organization.
Thinking and Acting Strategically	3) Proven ability to alert Executive and senior managers to opportunities and risks.
Delivering Effective Outcomes	4) Experience in setting priorities for self.
	5) Experience in setting priorities and clear expectations for others and managing workflow in order to achieve outcomes on time.
	6) Demonstrated experience using performance data – reports and measures – to monitor, encourage and develop the team to deliver outcomes.
Assuming Accountability	7) Proven ability to take responsibility for own actions and comfortable being held accountable for the delivery of their team’s business plan.
Making Decisions	8) Ability to seek out and take into account information from a range of sources, including factual data and opinion of others.
Promoting Customer Service	9) Demonstrated experience working constructively with a diverse range of people to deliver high quality and customer-responsive services.
	10) Proven ability to involve customers, partners and stakeholders in planning for effective service delivery.
Influencing and Negotiating	11) Understanding of wider organizational and stakeholder objectives and experience integrating these into recommendations to gain greater buy-in and commitment from others.
	12) Proven ability to build credibility with partners, stakeholders and customers by demonstrating reliability and respect and use this credibility to negotiate improving outcomes.
Uses Political Savvy	13) Ability to gain understanding of and effectively navigate through the external operating environment to achieve organisational and program goals.
	14) Demonstrated experience identifying supporters and barriers to achieving outcomes and proactively manage these.
Establishing and Maintaining Networks	15) Ability to form and grow productive relationships with key stakeholders, partners and customers.
Displaying Flexibility	16) Proven experience in engaging positively with ambiguous situations and demonstrating flexibility in thinking.
	17) Ability to balance competing demands in a calm manner.