Behavioural Competency Framework

All SPS recruitment practice is based on the fundamentals of our Behavioural Competency Framework. This identifies behaviours and standard required both of applicants seeking to join us and our staff in their respective roles. Our aim is to achieve Correctional Excellence and these behaviours and standards support our quest to continually improve towards achieving our goals, Vision and Mission.

Our three key areas of business are:

Delivering our Business - Focuses on how and what we do to deliver the Vision.
Relationship with People - SPS is a people business. Success can only be achieved by working with and through people.
Developing our Business - To achieve correctional excellence all staff must continuously explore ways to do things better personally or as an organisation.

Assessment of specific competency behaviours, of which there are twelve, will be determined by the role you are applying for. Whilst it is unlikely you will be assessed on all of them, you will be assessed on those identified as key to role.

Delivering our Business – Behaviours

- **You understand the vision of SPS** - you understand how your job supports and delivers correctional excellence (and you demonstrate this in line with the values of the organisation).
- **Issue identification and analysis** - you assess, review and remember information in order to recognise relevant themes, problems and issues.
- **Problem solving & decision making** - you come up with a broad range of solutions, take decisions that tackle the root cause of problems.
- **Planning, implementation and control** - you establish a systematic course of action and follow it through to ensure full implementation on time.
- **Efficiency focussed** - you find ways to do things to ensure quality, speed and cost effectiveness.
- **Written communication** - you write in a way that gets your message across and meets the needs of the reader.

Relationships with People - Behaviours

- **Building and maintaining relationships** - you understand your impact on, and how to work with, others. You share ideas and experience to achieve objectives.
- **Clear and easy to understand face to face communication** - you are able to vary your style of communication with different people and in different situations to ensure mutual understanding.
- **Assertive and influential** - you positively influence others to achieve desired results and are prepared to constructively challenge inappropriate behaviour.

Developing our Organisation – Behaviours

- **Change orientation** - you support opportunities for positive change and actively explore ways of improving what you do.
- **Determined and resilient** - you work hard, take pride in what you do, recover from setbacks and keep on going when times are tough.
- **Continuous improvement** - you continually look for ways to improve yourself and the way your work.