

DoDEA Personnel Center HR Competency Model

ATTACHMENT 9

ROLES

		ROLES												
		Human Resource Leadership (GS-15)	Human Resource Manager (GS-14)	HR Supervisor* (Ex.: Supervisory Staffing Spec)	HR Technical Leader* (Ex.: Geo. Team Leaders)	Classification & Compensation Specialist	Employee/Labor Relations Specialist	HR Development Specialist (Training)	Human Resource Generalist (QA&E)	HR Management Specialist (Geo. Teams)	Information Technology Specialist (PSM)	Staffing Specialist	HR Support (Personnel Asst/Clerks)	
C O M P E T E N C I E S	B U S I N E S S E S S I O N A L	Business Process Engineering	2	2	2	1	1	2	2	1	1	3	1	1
		Change Management	3	3	2	1	3	2	3	3	1	3	3	1
		Contract Management	2	2	1	1	1	1	3	1	1	1	1	1
		Cost-Benefit Analysis	2	2	1	1	1	3	3	1	1	2	1	1
		Customer Relations	3	3	3	3	3	3	3	3	3	3	3	3
		Financial Management	3	2	1	1	1	1	2	1	1	1	1	1
		Marketing	3	2	1	1	1	3	2	1	1	1	3	1
		Negotiating	3	2	2	2	2	3	3	2	1	1	2	1
		Organizational Awareness	3	3	3	2	3	3	3	3	2	3	3	1
		Organizational Needs Assessment	3	3	2	1	2	2	3	2	1	3	2	1
		Outcomes Measures and Evaluation	3	3	2	1	3	2	3	2	1	3	3	1
		Project Management	2	3	2	1	2	2	2	2	1	2	2	1
		Strategic Human Resources Practices	3	3	2	1	3	2	3	3	1	2	3	1
		Strategic Planning	3	3	2	1	2	2	1	2	1	1	2	1
	P R O F E S S I O N A L	Coaching and Mentoring	3	3	2	2	1	2	3	2	1	1	3	1
		Communication	3	3	3	3	3	3	3	3	3	3	3	3
		Conflict Management	3	3	3	1	2	3	1	3	2	2	3	1
		Decision-Making	3	3	3	2	3	3	3	3	2	3	3	2
		Ethics	3	3	3	3	3	3	3	3	3	3	3	3
		Facilitation	2	2	2	2	2	3	3	2	1	3	1	1
		Interpersonal Relations	3	3	3	3	3	3	3	3	3	3	3	3
		Problem-Solving	3	3	2	2	3	3	3	3	2	3	3	1
		Self-Management	3	3	3	3	3	3	3	3	3	3	3	3
		Teamwork	3	3	3	3	3	3	3	3	3	3	3	3
		Technology Application	2	3	3	3	3	3	3	3	3	3	3	3

Key: Importance relative to organizational and position requirements

1=Somewhat Important 2=Important 3=Very Important

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C O M P E T E N C I E S	T E C H N I C A L	Appeals, Grievances and Litigation	2	2	1	1	2	3	1	1	1	1	1	
		Attendance and Leave	2	2	2	1	1	3	1	1	1	1	1	1
		Benefits	2	1	1	1	1	2	1	1	2	1	1	1
		Career Development	2	2	2	1	2	1	3	3	1	1	2	1
		Compensation	2	2	1	1	3	1	1	1	1	1	1	1
		Discipline & Adverse Action	2	2	2	1	1	3	1	1	1	1	1	1
		Employee Assistance	2	2	2	1	1	3	1	1	1	1	2	1
		Equal Employment Opportunity	3	3	2	1	1	2	2	1	1	1	3	1
		HR Management Fundamentals	3	3	2	2	3	2	2	3	2	2	3	1
		Instructional Systems Development	1	1	1	1	1	1	2	1	1	3	1	1
		Instructional Technology	1	1	1	1	1	1	3	1	1	3	1	1
		Job Analysis	1	1	1	1	3	2	3	1	1	2	3	1
		Labor Management Relations	2	2	1	1	2	3	1	1	1	1	1	1
		Organization & Position Design	3	2	1	1	3	2	2	1	1	2	1	1
		Organizational Development	3	2	1	1	3	3	3	3	1	2	1	1
		Pay Administration	2	2	1	1	3	1	1	1	2	1	3	1
		Performance Management	2	2	2	2	1	3	2	1	1	1	1	1
		Personnel Assessment	2	2	1	1	1	1	1	1	1	1	3	1
		Personnel Systems Management	1	2	2	1	1	1	1	1	1	3	3	2
		Position Classification	1	1	1	1	3	1	1	2	1	1	2	1
		Reduction-in-Force	1	1	1	1	2	2	1	2	1	1	3	1
Rewards and Recognition	2	2	2	1	2	3	1	1	1	1	1	1		
Staffing and Recruiting	1	2	1	1	1	2	1	2	2	1	3	1		
Succession Planning	2	2	1	1	2	1	2	1	1	1	1	1		

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* HR Supervisors and HR Leaders would also need the technical competencies for the functional area they supervise/lead.