

Career Framework Competencies – effective January 1, 2015

	Application Development	AV Support	Business Analysis	Client Services	Database Administration	Enterprise Architecture	IT Leadership & Management	Network Analysis	Project Management	Quality Assurance	Support Analysis	Systems Administration	Systems Analysis
Accountability	X	X			X				X	X	X	X	X
Analytical Thinking		X	X			X		X	X	X	X		
Building Relationships				X									
Business Enterprise Knowledge				X		X			X				
Business Process Knowledge	X		X										X
Change Advocate				X									
Collaboration	X	X	X	X	X	X	X	X	X	X	X	X	X
Communicating for Results	X	X	X	X	X	X	X	X	X	X	X	X	X
Information Systems Knowledge	X							X			X	X	X
Initiative		X	X									X	
Leading Others							X						
Leading the Organization							X						
Leading Self							X						
Problem Solving	X	X	X	X	X	X	X	X	X	X	X	X	X
Strategic Technology Planning					X	X							
Thoroughness					X			X		X			