

Introduction

Target Audience

The competencies listed below are for mid-career individual contributors. These people are fully qualified and becoming technical experts. Mid-Career Competencies build on those in the Energy Generation, Transmission and Distribution Competency Model identified for entry level energy workers.

Purpose

Many organizations already have full or partial competency models for their mid-career energy workforce. This Mid-Career Competencies document does not replace a company's model. Individuals are encouraged to use their company's competency model if it is available.

This competency model was created to provide career development guidance for mid-career professionals in the energy industry. Professionals can use this model as a guideline for their individual development plan by looking for opportunities that will align to competencies they will need for advanced individual contributor positions. Professional societies can use this tool as a reference when creating professional development opportunities for their members.

Business Acumen

- BA.1.1 Understands the corporation's business strategy and how department goals support achievement of those strategies
- BA.1.2 Understands contribution to the department budget and the need to manage resources appropriately

Communication Skills

- CS.1.1 Expresses oneself clearly in conversations and interactions with others
- CS.1.2 Expresses oneself clearly in business writing
- CS.1.3 Delivers oral and written communications that are impactful and persuasive to their intended audiences

Learning & Adapting

- LA.1.1 Learns quickly and independently in the context of an activity
- LA.1.2 Seeks opportunities to extend and deepen learning
- LA.1.3 Learns from both successes and failures, regards all experiences as opportunities to learn and improve

Planning & Organizing

- PO.1.1 Manages time and resources effectively to complete assignments
- PO.1.2 Develops action plans and sets priorities in order to meet deadlines
- PO.1.3 Keeps others aware of project or schedule changes
- PO.1.4 Utilizes resources and gets involvement from others where appropriate

Respect for Others

- RO.1.1 Encourages participation from all team members, regardless of role within the organization
- RO.1.2 Acts with poise and with high respect for others and the organization
- RO.1.3 Demonstrates a high level of emotional intelligence in the face of conflict
- RO.1.4 Uses language in an appropriate way and is sensitive to the way it may affect people
- RO.1.5 Acknowledges and respects a broad range of social and cultural customs and beliefs
- RO.1.6 Identifies and respects other people's values within the law

Self-Management

- SM.1.1 Accepts new work assignments
- SM.1.2 Accepts responsibility for one's own behavior or performance
- SM.1.3 Delivers results according to plan and within budget
- SM.1.4 Seeks out opportunities to improve skills and performance
- SM.1.5 Views challenging assignments as an opportunity to develop skills and grow professionally
- SM.1.6 Sets high performance standards for self and monitors work outcome against established goals and objectives
- SM.1.7 Accepts changes and readily adapts based on results of actions or impact of the external environment
- SM.1.8 Probes for additional clarification in order to understand the rationale for change
- SM.1.9 Seeks feedback from others and takes action and adapts behavior in response to constructive feedback

Teamwork

- TW.1.1 Solicits input from others to ensure that diverse viewpoints are included in decision-making process and when taking action
- TW.1.2 Influences others on new ideas by providing data-backed analysis
- TW.1.3 Recognizes/praises team members to encourage positive behavior
- TW.1.4 Offers assistance when needed
- TW.1.5 Involves key employees from other departments and functions at the beginning and throughout each project
- TW.1.6 Engages in peer coaching

Technical Acumen

- TA.1.1 Demonstrates expert knowledge of required technical skills
- TA.1.2 Stays up-to-date in area of expertise through a variety of resources
- TA.1.3 Maintains technical certifications
- TA.1.4 Shares new information and knowledge with others

These competencies are applicable to the general energy industry for industrial safety. Nuclear energy professionals must include the additional scope of radiological and nuclear safety.

Safety Culture

- SC.1 Ensures nuclear, radiological and personnel safety
- SC.2 Communicate the importance of safety culture
- SC.3 Demonstrate safety culture behaviors
- SC.4 Challenge others in the area of safety culture
- SC.5 Motivate others to perform safety culture behaviors