



**Fáilte  
Ireland**

# Competency Framework

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### **01: Inspire and Engage.**

Inspires and motivates self and others to achieve personal and organisational success for Fáilte Ireland. Engages and supports colleagues to perform at their best, while building a diverse and inclusive team.



### **02: Strategic Thinking.**

Understands the big picture, identifying potential opportunities or challenges that exist and turns these into a compelling vision for action within Fáilte Ireland.



### **03: Decision Making**

Forms sound, evidence-based judgements, making strategic choices, assessing risks and taking accountability for both decisions and results.



### **04: Managing Relationships**

Establishes and maintains mutually supportive working relationships internally and externally, consulting with, listening to and understanding the needs of those our work impacts, in order to promote and deliver our vision for the Irish tourism sector.



### **05: Communicating Effectively**

Listens to others and accurately interprets messages, presents information and ideas clearly and convincingly so that others see Fáilte Ireland as credible and articulate, and engage with us.



### **06: Team Work**

Works collaboratively with colleagues and stakeholders towards our organisational goals, achieving the best outcome for Fáilte Ireland.



### **07: Commercial Awareness**

Develops and utilises a broad and deep understanding of the business and commercial context of Fáilte Ireland, and displays the ability to analyse and assess the commercial implications of significant decisions or market and industry trends.



### **08: Project Management**

Delivers or contributes to complex projects and programmes successfully for Fáilte Ireland, within the given constraints, taking control of, or assisting with project planning and management to deliver on time and within budget.



### **09: Planning and Managing Work**

Thinks ahead, managing time, priorities and risk, and develops structured and efficient approaches to deliver day-to-day work on time and to a high standard.



### **10: Leverages Technology**

Leverages technology to enhance outputs and drive value for Fáilte Ireland.



### **11: Embracing Innovation**

Constructively challenges current thinking, adapts approaches and proactively identifies innovative ways to meet the needs of Fáilte Ireland and Fáilte Ireland stakeholders.



### **12: Flexibility**

Displays flexibility, resilience and adapts positively, to sustain performance in an ever changing business environment.