

2020/2021 Individual Performance Scorecard Executive Director: 1 July 2020 - 30 June 2021 CORE MANAGEMENT COMPETENCIES ANNEXURE B									
Core Competency Requirements	Core Managerial Competencies	Competency Definitions	Weighting	Quarter 1 30 Sep 2020	Quarter 2 31 Dec 2020	Quarter 3 31 Mar 2021	Quarter 4 30 Jun 2021	Rating ED	Rating Panel
	Strategic Development and Leadership	Provide and direct vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate	30%						
	Governance Leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative relationships	20%						
	Planning and Organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and built efficient contingency plans to manage risk.	10%						
	Analysis and Innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	10%						
	Knowledge and Information Management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.	10%						
	Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified outcomes.	20%						

Executive Director

Kevin Jacoby

Date

City Manager

Lungelo Mbandazayo

Date