

2023/2024 Executive Director Performance Scorecard template
 Executive Director: Rob McGaffin
 1 July 2023 - 30 June 2024
 CORE MANAGEMENT COMPETENCIES ANNEXURE B

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[illegible]

[illegible]

Core Competency Requirements	4. Planning and Organising	Able to plan, prioritise and organise information and resources effectively to ensure sustainable and quality service delivery, inclusive of efficient contingency plans and risk mitigation strategies.	Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities and assign appropriate resources for implementation. Proactively identify the required stages and actions to complete on key tasks and projects/programmes and schedule realistic timelines, objectives and milestones for achieving Ensure the necessary monitoring and evaluation systems are in place Focus on broad strategies and initiatives, focusing on forecasting the short, medium and long-term requirements and ensure these are translated into well-defined programmes and projects Consider the strengths of the team in delegating work and functions Work with team to set challenging and ambitious team goals. Focus people on critical activities that yield high impact Motivates the team and creates culture where people are motivated to go the extra mile	20%	20%	20%	20%	20%		

Executive Director
R. McGaffin

Date

City Manager
Lungelo Mbandazayo

Date