

**IBC GS-0340 Program Manager Cluster
Final**

Approved by the Competency Modeling Review Board 06/23/2016

Competency	Definition	Proficiency Level				Remarks
External Awareness	Identifies and keeps up-to-date on key agency policies/priorities and economic, political, and social trends which affect the organization; understands where the organization is headed and how to make a contribution.	<u>GS-5-10</u>	<u>GS-11-13</u>	<u>GS-14-15</u>	<u>SES</u>	
		n/a	n/a	5	5	
Vision	Envisions a long-term view and initiates organizational change for the future; builds the vision with others; spots opportunities to move the organization toward the vision.	<u>GS-5-10</u>	<u>GS-11-13</u>	<u>GS-14-15</u>	<u>SES</u>	
		n/a	n/a	5	5	
Technical Competency- Program Management	Manages a program area for an organization that may consist of multiple projects and programs across a broad spectrum of functional specialties such as financial management, policy development, organizational development, quality management, and/or performance metrics; directs related resources, personnel and activities.	<u>GS-5-10</u>	<u>GS-11-13</u>	<u>GS-14-15</u>	<u>SES</u>	
		n/a	n/a	5	5	

Proficiency Level Definitions:

1 = Awareness: Applies the competency in the simplest situations; requires close and extensive guidance; demonstrates awareness of concepts and processes.

2 = Basic: Applies the competency in somewhat difficult situations; requires frequent guidance; demonstrates familiarity with concepts and processes.

3 = Intermediate: Applies the competency in difficult situations; requires occasional guidance; demonstrates understanding of the concepts and processes.

4 = Advanced: Applies the competency in considerably difficult situations; generally requires little or no guidance; demonstrates broad understanding of concepts and processes.

5 = Expert: Applies the competency in exceptionally difficult situations; serves as a key resource and advises others; demonstrates comprehensive expert understanding of concepts and processes.