

**IBC GS-0511 Auditor Cluster
Final**

Approved by the Competency Model Review Board 06/02/15

Competency	Definition	Proficiency Level			Remarks
Analytical Thinking	Able to breakdown raw information and undefined problems into specific, workable components that, in turn, clearly identify the issues at hand. Makes logical conclusions, anticipates obstacles, and considers different approaches that are relevant to the decision making process.	<u>GS-5-10</u> 3	<u>GS-11-13</u> 4	<u>GS-14-15</u> 5	
Legal, Government, & Jurisprudence	Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, government regulations, executive orders, agency rules, government organization and functions, and the democratic political process.	<u>GS-5-10</u> 3	<u>GS-11-13</u> 4	<u>GS-14-15</u> 5	

Competency	Definition	Proficiency Level	Remarks
Negotiation	Works with others toward an agreement that may involve exchanging specific resources or resolving differences.	<u>GS-5-10</u> <u>GS-11-13</u> <u>GS-14-15</u> 3 4 5	
Reasoning	Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.	<u>GS-5-10</u> <u>GS-11-13</u> <u>GS-14-15</u> 3 4 5	
Technical – Accounting	Knowledge of Accounting principles and practices, tax law and practices, the financial markets, banking, and the analysis and reporting of financial data.	<u>GS-5-10</u> <u>GS-11-13</u> <u>GS-14-15</u> 3 4 5	
Technical – Auditing	Knowledge of generally accepted auditing standards and procedures for conducting financial and compliance, economy and efficiency, and program results audits.	<u>GS-5-10</u> <u>GS-11-13</u> <u>GS-14-15</u> 3 4 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.