

## SPECIALIST

Below are the SaskPower job family competencies applicable to Specialist.

### JOB FAMILY COMPETENCIES

<b>Building Relationships</b>	Develops and nurtures contacts with individuals or groups in different parts of the organization or beyond the organization. Establishes broad-based relationships, networks or groups to facilitate opportunities to discuss and share information.
<b>Communication</b>	Adapts communication strategy and interpersonal approach to situations. Perseveres in the face of complex, hard-to-handle situations. Effectively conveys both readily apparent and underlying messages to others.
<b>Customer Experience</b>	Nurtures customer, partner and/or co-worker relationships over time by seeking information about real underlying issues and builds rapport and trust to develop a basis for future interactions.
<b>Impact &amp; Influence</b>	Proactively persuades, convinces, prompts, and/or leads others to take action in support of a specific process, project, idea or initiative. Seeks to get things done by taking multiple actions to have an impact on others with differing points of view.
<b>Judgement &amp; Decision Making</b>	Makes and supports or alters decisions based on the long-term implications to the customer and the organization. Is capable of developing, modifying or using different decision-making processes to positively impact multiple stakeholders.
<b>Solutions Focus</b>	Uses a variety of analytical and conceptual problem-solving approaches and perseveres to overcome obstacles. Maintains focus on resolving problems, even in the face of uncertainty and resistance, based on a realistic assessment of all sides of a situation.

Please refer to the specific job description for a complete outline of the knowledge, skill, abilities and qualifications.