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ANAO Core Capability Framework Summary

ANAO core capabilities

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The ANAO Core Capability Framework describes the core skills, knowledge, attributes and behaviours that support effective performance at every classification level, across all roles in the ANAO. A summary of each of the capabilities are described below.

Strategic direction <ul style="list-style-type: none">• Understands the strategic direction, priorities and organisational goals of the ANAO.• Supports the delivery of ANAO objectives through the application of sound judgement, evidence-based decision making and systematic problem solving skills.• Inspires a sense of purpose and direction working across the organisation independently and collaboratively.	Achieves results <ul style="list-style-type: none">• Achieves quality results through the application of task and time management skills to ensure outcomes meet expectations.• Identifies key priorities and potential challenges in the delivery of work outcomes, recognising and responding adaptively to changes in tasks requirements or priorities.• Builds organisational capability and responsiveness.
Productive relationships <ul style="list-style-type: none">• Develops strong working relationships with key stakeholders* that build trust and respect.• Understands and acknowledges individual working styles, taking into account alternative perspectives and promoting an organisational culture of co-operation, knowledge-sharing, diversity and inclusion.	Personal drive and integrity <ul style="list-style-type: none">• Demonstrates and upholds the behaviours and attitudes consistent with the values of the ANAO and the APS. Displays a commitment to ongoing personal development, career goals and professional learning.• Acknowledges, understands and responds to constructive feedback to improve performance.• Demonstrates public service professionalism and probity.
Communicates with influence <ul style="list-style-type: none">• Engages key stakeholders* using effective verbal and written communication skills.• Expresses information, recommendations and conclusions in a way that is compelling, persuasive and articulate.• Recognises, understands and considers the most appropriate communication for the intended audience.• Negotiates persuasively.	Technical proficiency <ul style="list-style-type: none">• Demonstrates an understanding of technical field of knowledge relevant to individual, team and service group deliverables.• Identifies, interprets and uses relevant standards, frameworks, policy, guidelines or legislation to achieve outcomes, applying processes and practices that are appropriate to task requirements.• Coaches and mentors others to share technical expertise.

*Stakeholders include internal stakeholders, entities (audit clients), the Parliament and other audit industry members