Manager with staff management responsibilities

As a manager at SLU, you organise and structure activities based on SLU's vision, goal and decisions by transforming and conretising these for your part of the organisation, and you realise and implement them according to timeframe and budget.

To what degree has the manager successfully demonstrated the following:

Performance and skills
This is assessed on the basis of the ability to:

- implement and realise tasks and fulfil objectives according to timeframe and budget;
- ensure that the right amount and quality are delivered according to schedule;
- continually and actively follow up, evaluate and give feedback to staff on the fulfilment of objectives;
- interact professionally with colleagues and provide good-quality support based on the needs of the organisation and any client;
- develop personal competence based on the organisation's needs and objectives.

Strategic development
This is assessed on the basis of the ability to:

- ensure that staff have the necessary competence to achieve short- and long-term objectives;
- actively pursue change and improvement efforts that benefit the organisation;
- share knowledge and experience with colleagues;
- develop collaboration efforts within SLU and with external partners based on SLU's vision and goals.

Work environment
This is assessed on the basis of the ability to:

- create conditions for a good organisational and social work environment*;
- create conditions for an engaging, creative and professional work environment;
- actively implement SLU's core values and ensure that they imbue everyday tasks.

*Organisational and social work environment
Involves promoting a healthy work environment, preventing and managing health-related risks caused by the organisational and social work environment.
Includes work-related conditions such as management and control, communication, participation, the scope for action, distribution of tasks, demands, resources and responsibilities as well as preventing and managing victimisation and creating the conditions for social support and cooperation. Also counteract discrimination and promote equal opportunity.