Master of Community Development

Program-specific competencies

Competencies are the skills, knowledge and attributes gained through every work, educational, volunteer and life experience. UVic students in the Master of Community Development program develop the following program-specific competencies.

Strategic awareness

Advances an agenda in complex settings by:

- Understanding relevant institutions, processes, dynamics and operational realities
- Establishing where authority, power and influence are located
- Using interpersonal skills, analytical skills and flexibility to motivate key players to achieve goals and change organizational arrangements when required

Analysis

Approaches a situation or issue by:

- Defining the issue
- Determining its accuracy and significance
- Collecting relevant information and assessing its importance
- Developing alternatives for solutions to the problem or issue and assessing their consequences
- Making and communicating comparisons of alternative solutions
- Selecting, justifying and communicating a solution

Engagement and communication

Connects effectively with individuals and groups by:

- Making clear and convincing oral and written presentations that achieve their purposes
- Using and having the ability to learn presentation software, graphics and other aids to clarify complex or technical information
- Tailoring writing and communication tools to effectively reach the intended audiences
- Demonstrating a willingness and ability to share ideas and perspectives and encouraging others to do the same
- Using social media and other channels to enhance the quality and appropriateness of communications
Professionalism

Acts with integrity, courage and care towards individuals, groups and communities by:

- Being knowledgeable about relevant prevailing ethical standards
- Having the capacity to ethically assess policy, program and organizational decisions and situations
- Balancing the interests of individuals, groups, institutions and communities
- Having consistent regard for the highest standard of behaviour and the relevant codes of conduct that apply to academic and workplace activity
- Taking personal responsibility for continuous self-learning and growth

Leadership

Able to collaborate and work effectively in different organizational and interpersonal settings by:

- Identifying a clear, motivating, challenging vision and direction
- Recognizing differences of opinion, bringing them into the open for discussion and negotiating acceptable solutions
- Identifying common interests, clarifying differences and achieving consensus or compromise
- Being fair, tactful, compassionate, respectful and consistent with principles of inclusion and diversity

UVic Co-op and Career worked with the Faculty of Human and Social Development to develop this competency document.