

PROGRAM-SPECIFIC COMPETENCIES - MASTER OF COMMUNITY DEVELOPMENT

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