

Do Sim**Ingénieur en gestion des risques urbains**

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**Core business****PHASE 1 Skill development**

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- Sets his professional goals to be ambitious yet realistic.
- Identifies and develops means to enhance his employability throughout his career; manages his professional development.
- Broadens and upgrades his skillset, personal qualities and achievements.
- Uses his networks to expand his scope of competence.
- Knows how to transfer his expertise to other fields of activity.
- Realizes the necessarily international dimension of his career path.
- Accepts input from a mentor or coach to benefit his professional development.

PHASE 2 Expertise and methods

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- Is familiar with recent progress in fields related to his own.
- Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.
- Takes ownership of new research methods and techniques.
- Is able to document and evaluate his activities using statistical methods where applicable.
- Can formulate complex problems that correspond to new challenges.
- Is able to develop arguments in support of new projects.
- Knows how to adapt his arguments to his audience.
- Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.

**Personal and relational qualities****PHASE 2 Commitment**

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- *Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.*
- *Perseveres in his undertakings and projects; paves the way for other staff and supports them.*
- *Inspires the enthusiasm and commitment of his staff.*

PHASE 3 Integrity

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- *Creates a culture of respect and ethical behavior within his entity.*
- *Takes immediate measures if he observes unethical conduct.*
- *Contributes to changing policies, procedures and practices relating to integrity.*

PHASE 3 Balance

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- *Helps to shape policies on work-life balance.*
- *Is able to enhance the image and reputation of his entity and his staff.*

PHASE 2 Listening and empathy

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- *Knows how to engage in active listening in various situations.*
- *Is careful to take his contacts' needs and frame of reference into account.*
- *Expresses gratitude regularly.*
- *Takes the needs of his staff into consideration, is sensitive to signs of stress and able to provide support and advice when needed.*

PHASE 1 Negotiation

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- *Is able to detect people's unstated needs based on the requests they formulate.*
- *Knows how to reconcile the drivers, requirements and constraints of his contacts to reach a consensus, and is able to gather all the information needed to do so.*



Business management and value creation

PHASE 1 Project management

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- *Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.*
- *Knows how to write specifications.*
- *Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.*
- *Reacts efficiently and appropriately to change and unforeseen events.*
- *Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.*

PHASE 3 Decision-making

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- *Is able to instigate and control major change.*
- *Knows how to make decisions in an unstable and uncertain environment taking all technical, financial, human, organizational, political and other factors into account.*

PHASE 2 Obtaining and managing funding

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- *Has the knowledge to manage the budgetary, financial and accounting aspects of his projects and activities.*
- *Is able to make choices.*
- *Is familiar with available sources of innovation funding and knows how to mobilize them.*
- *Views his activity in the context of investment/return on investment.*
- *Advises and guides his staff in the financing and budget follow-up of activities.*
- *Advises and guides his staff in creating value and generating revenue and funding.*

PHASE 1 People management

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- *Has experience with teamwork; knows how to encourage, support and recognize the contributions of each player.*
- *Knows how to be a team player.*
- *Is able to win the trust of his peers and his line management.*
- *Can report on his activities.*
- *Supports his peers when needed and can provide assistance.*
- *Understands human resources policies and management tools such as recruitment, evaluation, remuneration and strategic workforce planning.*
- *Takes safety, social responsibility and labor law requirements into account.*
- *Upholds rules on non-discrimination and equal opportunity among employees.*

PHASE 3 Producing results

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- *Has proven experience with bringing a new product to market or starting up a new company or entity.*
- *Manages innovation processes from the birth of an idea through its delivery to market.*
- *Is recognized in his field on the strength of his results.*

PHASE 3 Leadership

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- *Builds and maintains networks of skills, projects, teams and entities.*



**Strategy and
Leadership**

- *Helps others understand the meaning of their efforts.*
- *Through his actions, inspires trust in the entity and in the projects he manages.*
- *Enjoys international influence and reputation: decision-makers seek his input and advice.*


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