

## International Development Skill Set

		BASIC	ADVANCED
<b>Intercultural competences</b>	Tolerance	<ul style="list-style-type: none"> <li>• Demonstrating respect to differences</li> <li>• Active listening</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to recognize factors that affects one's values and ways of behavior</li> </ul>
	Embracing diversity	<ul style="list-style-type: none"> <li>• Relationship building</li> <li>• Individual and communal engagement with the other</li> <li>• Holistic understanding and appreciation of difference</li> </ul>	<ul style="list-style-type: none"> <li>• Enlightened consciousness. Shifting mind-set from a monocultural worldview to a multicultural worldview.</li> </ul>
	Empathy	<ul style="list-style-type: none"> <li>• Demonstrate an understanding of someone else lived reality</li> <li>• Openness and self-awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage continuous engagement with others reality</li> </ul>
	Adaptability	<ul style="list-style-type: none"> <li>• Compromise</li> <li>• Negotiations skills</li> <li>• Analysis of context (analytical skills)</li> <li>• Ability to manage stress and change</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to change behaviors and strategies to respond accordingly to different situations</li> </ul>
	Challenging stereotypes	<ul style="list-style-type: none"> <li>• Being able to identify when stereotypes leads to discrimination</li> <li>• Understanding why people holds stereotypes and how to overcome them</li> <li>• Confronting and challenging discrimination</li> <li>• Support to difference</li> </ul>	<ul style="list-style-type: none"> <li>• Grounded knowledge base. Expose everything to a process of critical analysis</li> <li>• Openness to interpreting the world in different ways</li> </ul>
	Self-awareness	<ul style="list-style-type: none"> <li>• Critical self-analysis</li> <li>• Presentation of self in different contexts</li> <li>• Sensitivity to cultural norms &amp; practice</li> <li>• Ability to adapt</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to awake sense of culture</li> <li>• Ability to examine own mind-set and way of thinking</li> </ul>
	Effective communication	<ul style="list-style-type: none"> <li>• Adapting the speech to accommodate audience</li> <li>• Listening skills</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to build trusting relationship with people</li> <li>• Ability to manage varied</li> </ul>

		<ul style="list-style-type: none"> <li>• Being open and responsive to constructive criticism</li> <li>• Being open and approachable</li> </ul>	contexts of intercultural encounter
	Acquisition of languages competences	<ul style="list-style-type: none"> <li>• To be prepared to acquire language skills relevant to the context of work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding context / symbolism of language</li> </ul>
<b>Management Skills</b>	Planning / budgets / time tables / action plans / risk analysis	<ul style="list-style-type: none"> <li>• To be able to plan budgets</li> <li>• To be able to frame time tables</li> <li>• To be able to create action plans</li> <li>• To be able to conduct quality assurance and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Able to conduct cost benefit analysis</li> <li>• Able to conduct risk analysis and amend plans accordingly</li> <li>• Understanding different strategies and able to apply them accordingly</li> </ul>
	Goal setting	<ul style="list-style-type: none"> <li>• Evidence needs analysis</li> <li>• To be able to set realistic goals</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to apply goals to wider strategies</li> </ul>
	Establishing baselines	<ul style="list-style-type: none"> <li>• Gathering information that allow to demonstrate impact</li> <li>• Using appropriate indicators</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to create a framework for successful project delivery</li> <li>• Ability to measure impact of the project using different indicators</li> <li>• Ability to envisage sustainability of the project</li> </ul>
	Evidence based policy development	<ul style="list-style-type: none"> <li>• Using current recognized sources of information to inform policy development</li> </ul>	<ul style="list-style-type: none"> <li>• Using primary sources to inform policy development</li> </ul>
	Networking & influencing	<ul style="list-style-type: none"> <li>• Awareness of the benefits of networking</li> <li>• Identify mutual interests</li> <li>• To be confident</li> <li>• To meet expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Strong networking skills used to benefit project outcomes</li> <li>• Strong people skills</li> <li>• Ability to establish successful relations with variety of people / groups</li> <li>• Ability to influence other people</li> </ul>

Resource management & procurement	<ul style="list-style-type: none"> <li>To be able to manage budgets prudently using the highest standards of transparency and accountability</li> </ul>	<ul style="list-style-type: none"> <li>Ability to envisage resources necessary to realize a project / work</li> <li>Ability to plan budgets in advance and conduct changes if necessary</li> <li>Ability to deliver a project on time and with detailed reporting documents to ensure transparency</li> <li>Ability to identify project technical targets in advance</li> </ul>
Motivating staff	<ul style="list-style-type: none"> <li>To identify talent and capability to deliver specific tasks</li> <li>To identify possible weakness and offer training</li> </ul>	<ul style="list-style-type: none"> <li>To be able to see people as different</li> <li>To be able to conduct performance reviews</li> </ul>
Providing leadership	<ul style="list-style-type: none"> <li>Effective and timely decision making</li> <li>Taking responsibility for the impact of the decisions</li> <li>Team building and team management</li> <li>Execution and supervision</li> </ul>	<ul style="list-style-type: none"> <li>Ability to energizing people to overcome major barriers</li> <li>Ability to produce change</li> <li>Establishing directions</li> <li>Developing a vision of the future</li> </ul>
Monitoring and evaluation	<ul style="list-style-type: none"> <li>Using established procedures</li> <li>Understanding the good practice of monitoring and evaluation tools</li> </ul>	<ul style="list-style-type: none"> <li>Being able to design bespoke M&amp;E tools to capture data using best practice principles</li> <li>Ability to conduct ex-post evaluation</li> </ul>

**Human Rights, Gender & Equality**

Sensitivity to gender difference	<ul style="list-style-type: none"> <li>• To demonstrate an awareness of how gender determines different life chances and choices for men and women from childhood</li> <li>• To identify cultural appropriate gender roles in context</li> </ul>	<ul style="list-style-type: none"> <li>• To have a nuanced understanding of the inherent power relations that exists and take steps to challenge them</li> </ul>
Mainstreaming gender equality	<ul style="list-style-type: none"> <li>• To implement gender sensitive policies and practices</li> </ul>	<ul style="list-style-type: none"> <li>• To formulate gender sensitive policies and practices</li> </ul>
Rights based approaches to development	<ul style="list-style-type: none"> <li>• To be familiar with the Human Rights approach to development and its implications for development practice</li> </ul>	<ul style="list-style-type: none"> <li>• To be able to use Human Rights instruments to guide development policy formulation and practice</li> </ul>
Disability and development	<ul style="list-style-type: none"> <li>• To understand the concept of multiple disadvantage</li> <li>• To recognize particular needs of different disability groups and use resources appropriately to respond</li> </ul>	<ul style="list-style-type: none"> <li>• To be able to formulate policies that promote inclusion and value those people who live with disabilities</li> </ul>
Equality and social justice	<ul style="list-style-type: none"> <li>• To demonstrate the commitment in realizing equality and social justice</li> </ul>	<ul style="list-style-type: none"> <li>• Making sure that all policies and procedures undertaken comply with highest standards of equality and social justice indicators</li> </ul>

<b>Sustainable Development</b>	Climate justice	<ul style="list-style-type: none"> <li>• To be aware of the unequal impact of climate change on marginalized communities</li> <li>• To practice environmentally friendly procurement and use of resources</li> </ul>	<ul style="list-style-type: none"> <li>• To implement policies and practice that address some of the negative impacts of climate change on economically impoverished communities</li> </ul>
	Perspectives on globalization	<ul style="list-style-type: none"> <li>• To be aware of the range of perspectives that exists regarding economic globalization and its social and environmental impact</li> <li>• To evaluate positive and negative aspects of globalization</li> </ul>	<ul style="list-style-type: none"> <li>• To be able to make value judgments about the most social and environmental friendly models of globalization and to use it in the context of the work</li> </ul>
	Energy usage and its impact	<ul style="list-style-type: none"> <li>• Awareness of energy usage and its impact</li> <li>• Awareness of renewable energies and the importance of prudent energy usage</li> </ul>	<ul style="list-style-type: none"> <li>• Taking active steps to implement models of best practice in the consumption of all energy and other resources</li> </ul>
	Limits to growth and the triple bottom line	<ul style="list-style-type: none"> <li>• To recognize the limits and needs of our eco system</li> </ul>	<ul style="list-style-type: none"> <li>• To balance competing interests in the social, environmental and economic spheres</li> </ul>
	Conflict analysis and resolution	<ul style="list-style-type: none"> <li>• To understand the basic tools required to analyze situation of conflicts and respond appropriately</li> <li>• To demonstrate awareness of conflict resolution techniques and tools</li> </ul>	<ul style="list-style-type: none"> <li>• To engage in the process of conflict analysis where appropriate</li> <li>• To maintain the position of impartiality</li> <li>• To implement policies of conflict resolution where needed</li> </ul>