



University  
of Victoria

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To our University Community:

The executive and I are pleased to introduce and support the Core and Leadership Competency Framework for the University of Victoria. This competency framework supports our Strategic Plan, *A Vision for the Future*, “to build on the strength of its people”, and the recommendations made in the Fairness and Equity Report (2003).

This Core and Leadership Competency Framework is the product of a lengthy consultation process that engaged all levels of our university community. This framework consolidates feedback around the knowledge, skills and attributes that successful and satisfied UVic employees and leaders demonstrate in achieving our goals and priorities.

As a best practice in Human Resources, competencies enable us to integrate key human resource functions. Using competencies will increase clarity of performance expectations, provide consistency and equity in our recruitment and selection processes and align our vision, values and priorities with our training and development needs.

This framework helps to articulate and strengthen our desired organizational culture to further realize our key goals and objectives.

As living documents, both the Core and Leadership Competencies will be reviewed on a regular basis to ensure continued relevance for our University community. I encourage you to use this framework as a tool for personal, professional and organizational growth.

Thank you for your interest and engagement in this important initiative.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'David H. Turpin', enclosed within a large, hand-drawn oval.

David H. Turpin, PhD, FRSC  
President and Vice-Chancellor