

# Using the ODP skills framework for recruitment

Line managers and recruiting managers should use the ODP skills framework to understand the core ODP skills and proficiency levels required when designing a Success Profile for a role.

The technical skills element of the Success Profiles framework is used to assess specific professional skills. However, other elements of the Success Profile wheel can be used to assess core ODP skills where appropriate.

When writing a job description, you may wish to refer to a cluster role profile to help understand the core ODP skills and recommended proficiency levels. You should look at success profiles in the round, deciding what aspects of the success profile wheel you want to test. This will depend on the role you are recruiting to. For example, you might want to use both behaviours and technical skills to assess core ODP skills in conjunction with other aspects of the wheel to ensure a rounded assessment for the role.

# Core ODP Skills across all ODP roles

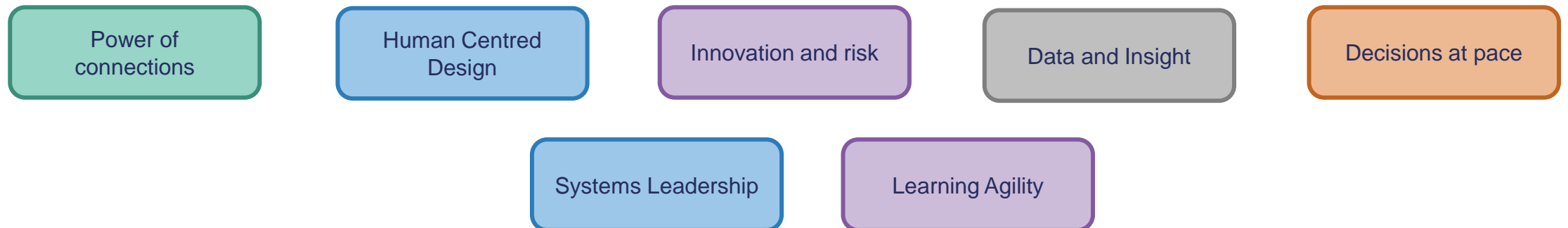
The core ODP specialist skills form the ‘technical’ element of Success Profiles, and the framework includes a fully aligned learning curriculum mapped to the core skills.

Each core skill aligns to a proficiency level and the framework explains how the skills develop. Proficiency levels align to the wider Skills Taxonomy – Awareness, Working, Practitioner and Expert.

## Core skills across all ODP roles



## Your core ODP skills develop and evolve when you reach SCS roles and expand to include:



# Core ODP Skills mapped to related CS Behaviours

## Core ODP skills

Connections and communication

Operational Leadership and Management

Adaptability to change

Data and Insight

Delivery and decision making at pace

## Developing to

Power of connections

Human Centred Design

Systems Leadership

Learning Agility

Innovation and risk

Data and Insight

Decisions at pace

## Related CS behaviour

Communicating and Influencing

Working Together

Leadership

Changing and Improving

Developing Self and Others

Making Effective Decisions

Managing a Quality Service

Delivering at Pace

Making Effective Decisions