

## Core Competencies for INTERPOL Staff

Competency name	Definition + Behavioural Indicators
<b>1. Dedication to Police Profession</b>	<p><b>Demonstrate respect for and commitment to the police profession</b></p> <ul style="list-style-type: none"> <li>• Anticipate and represent first and foremost the interest and needs of international law enforcement</li> <li>• Provide the best possible service to the police with a view towards meeting law enforcement objectives, taking into account urgency and immediacy</li> <li>• Recognise that police exist to protect the public and to preserve law and order and that the Organisation exists to serve the needs of the law enforcement community</li> <li>• Demonstrate commitment to and support for the prevention, detection, investigation and prosecution of crime as well as the protection of police officers and the public</li> <li>• Be able to work effectively in an Organization that requires decision making, teamwork, discretion, judgment often under adverse conditions or imperfect circumstances”</li> <li>• Uphold the standards and ethics of INTERPOL in the delivery of its services to the law enforcement community</li> <li>• Demonstrate familiarity with and commitment to the missions, functions and values of the Organisation</li> </ul>
<b>2. Integrity</b>	<p><b>Strong belief and practice in personal and corporate integrity, impartiality and objectivity</b></p> <ul style="list-style-type: none"> <li>• Demonstrate INTERPOL values in daily activities, attitude and behaviour</li> <li>• Demonstrate absolute honesty</li> <li>• Demonstrate respect for INTERPOL’s neutrality and independence from any government and loyalty to the Organisation</li> <li>• Work in full functional transparency and accountability</li> <li>• Act without consideration of personal interest (e.g. abuse use of INTERPOL credentials)</li> <li>• Demonstrate impartiality and neutrality in organisational decision making</li> <li>• Do not abuse power or authority</li> <li>• Stand by decisions that are in the Organisation’s interest, regardless of your personal point of view. .</li> <li>• Take prompt action in cases of unprofessional or unethical behaviour, in the most adequate manner</li> </ul>

<p><b>3. Respect</b></p>	<p><b>Respect for and commitment to universal human rights and cultural diversity in an international context</b></p> <ul style="list-style-type: none"> <li>• Demonstrate genuine commitment to fundamental human rights</li> <li>• Demonstrate genuine commitment to equality in diversity, such as race, religion and belief, age, gender, disability and sexual orientation, etc.</li> <li>• Treat colleagues of a variety of backgrounds, cultures and experiences with dignity and respect</li> <li>• Conduct themselves in a manner that is in accordance with their status as international civil servants and show multicultural adaptability</li> <li>• Show respect for and understanding of diverse points of view and demonstrate this understanding</li> <li>• Be self-critical to avoid stereotypical responses in daily work and decision-making</li> </ul>
<p><b>4. Teamwork</b></p>	<p><b>The ability to work cooperatively and effectively in multi-cultural and multi-disciplinary teams and to build partnership and networks</b></p> <ul style="list-style-type: none"> <li>• Encourage the sharing of knowledge and participate in an environment in which all team members are committed to continual learning and development</li> <li>• Foster team spirit across all levels and among people from different backgrounds and cultures, internally and externally</li> <li>• Initiate and maintain good co-operative working relationships with others in an international and multicultural environment</li> <li>• Employ negotiating and consensus building skills to create coalitions</li> <li>• Have a welcoming and empathetic manner</li> <li>• Always be willing to help others and to be helped, to ensure quality work and team success</li> <li>• Display behaviours characterised by sharing, participating and working in effective links with each other and with their clients, keeping open communication through hierarchical channels.</li> <li>• Not see colleagues as competitors</li> </ul>

<p><b>5. Dedication to improvement</b></p>	<p><b>A demonstrated commitment to a continuous learning through personal and corporate improvement, exhibiting drive, creativity, and energy directed towards achieving goals and continually increasing the efficiency of work while consistently focusing on the task in hand</b></p> <ul style="list-style-type: none"> <li>• Strive for continuous improvement and encourage other to do likewise</li> <li>• Demonstrate an openness and willingness to embrace and as necessary develop new procedures, practices and policies of the Organisation and its personnel in an effort to continually improve the Organisation and its services to police throughout the world</li> <li>• Be result oriented: perform all work with the desired results in mind and work towards the desired result rather than process, maintaining a sense of urgency and purpose while working under pressure</li> <li>• Demonstrates a strong sense of responsibility and accountability</li> <li>• Commitment to delivering practical and achievable outputs</li> <li>• When results are not achieved, consciously seek to establish the necessary lessons learned and to apply them in the future</li> <li>• Actively seek and apply information on best practices from outside and inside the Organisation</li> <li>• Embrace technological development</li> </ul>
<p><b>6. Ability to communicate well</b></p>	<p><b>An ability to speak, write and interact clearly and persuasively to attract attention, establish credibility and gain influence using interpersonal skills, influential abilities, linguistic abilities and ability to use technical communication tools</b></p> <ul style="list-style-type: none"> <li>• Demonstrate ability to communicate fluently in at least one official language and show willingness and ability to acquire another official language</li> <li>• Speak and write clearly, effectively and persuasively</li> <li>• Listen and understand others, by showing interest and asking questions as necessary</li> <li>• Encourage the open expression of ideas and opinions</li> <li>• Always communicate with the audience in mind (language used, style, etc.)</li> <li>• Be assertive and always able to communicate effectively and tactfully with colleagues of all nationalities and in all situations internally and externally</li> <li>• Always be tactful and polite</li> <li>• Demonstrate ability to use appropriately communication technology tools (Word, Outlook, PowerPoint, etc.).</li> </ul>