

Universal Competency Library

Job competency modeling resource

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- Do you know what attributes employees really need to be exceptional performers?
- Are you looking for a common language to define job requirements and unify your systems?

Well-defined competency models are the cornerstone for many important human resource functions, including employee hiring, performance management and employee development.

The Devine Group's Universal Competency Library (UCL) is comprised of over 180 competencies that can be applied to a wide range of positions, industries and career levels, such as customer service, sales, hospitality, product supply, management and executive leadership.

Using Devine's consulting expertise, we can help select the right approach for identifying competencies your organization will require for hiring and development. With this fine-tuned library at your disposal, job-specific profiles can be produced swiftly and accurately. From one of our proven Standard Job Models to more tailored solutions, the Universal Competency Library is flexible enough to meet your organization's needs.

Not only does the UCL include competency-based names and definitions, each competency has professionally developed interview content to quickly build structured behavioral interview guides for your specific model. There is also a full set of development content that can be accessed to create relevant development plans for employees. The Devine Group's Universal Competency Library easily integrates with our hiring and development assessment solutions, allowing you to quickly leverage your competencies for a variety of applications.

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Competency Library benefits

The Devine Group's Universal Competency Library helps you define the requirements for your job roles. Moreover, it enables the seamless creation and delivery of aptitude-based solutions to realize the applied value of your competency models.