

COMPETENCIES	DEFINITION
PROFESSIONAL VALUES AND ATTITUDES	
ETHICS	
PERSONAL ETHICS	The ethical principles and values applied by an individual to decision-making, conduct and interaction between oneself and others.
ORGANISATIONAL ETHICS	The ethical principles and values applied by the organisation to decision-making, conduct and the relationship between the organisation, its stakeholders and society.
PROFESSIONAL ETHICS	The fundamental ethical principles and values applied by a professional CA to decision-making, conduct and the relationship between the professional, its stakeholders and society.
LIFELONG LEARNING	
SELF-DEVELOPMENT	Taking the initiative to develop one's own skills, knowledge, interpersonal relationships and work experience.
ADAPTIVE MINDSET	The approach of rapidly assessing information, making adjustments and thriving in difficult situations.
INDUSTRIOUSNESS	The tendency to be curious, ask questions and do research to gain new insights and knowledge.
CITIZENSHIP	
PERSONAL CITIZENSHIP	The personal approach of valuing, being responsive and tolerant towards cultural diversity and individual differences and seeking opportunities to have a positive impact on one's local community and environment.
BUSINESS CITIZENSHIP	The recognition of an organisation's social, cultural and environmental responsibilities to the community in which it seeks its licence to operate and the economic and financial responsibilities to its shareholders or stakeholders.
PROFESSIONAL CITIZENSHIP	The ability to demonstrate professional behaviour, have a positive impact on one's profession and a commitment to serve public interest.
GLOBAL CITIZENSHIP	The ability to influence and work effectively with those from different cultures to grow international collaboration and prosperity.
ENABLING AND FUTURE COMPETENCIES	
BUSINESS ACUMEN	
PLANNING AND ORGANISING	The ability to organise, apply time management, file and plan work effectively according to strict deadlines.
BUSINESS INTERNAL ENVIRONMENT	The factors within an organisation that influence its decisions.
BUSINESS EXTERNAL ENVIRONMENT	All the outside factors that impact the operation of an organisation.
DIGITAL ACUMEN	
CYBER SECURITY	The knowledge and diligence required to protect computer systems and data from theft or damage.
DATA ANALYTICS	The science of analysing raw data to draw conclusions from information upon which decisions can be made.
DATABASE MANAGEMENT	The organising, maintenance and storage of data using database management systems software.
DIGITAL AFFINITY	The orientation to use technology and digital media to optimise the performance of tasks and communication.
DIGITAL FAMILIARITY	The knowledge and ability to use existing cognitive and non-cognitive computing systems.
DIGITAL IMPACT	The knowledge and ability to adapt to new technological developments.
INTERDIGITAL RELATIONSHIPS	The orientation to use social media for improved communication and social interactions.
DECISION-MAKING ACUMEN	
ANALYTICAL THINKING	The ability to identify patterns in information and to break complex problems into manageable parts that can be solved individually.
CRITICAL THINKING	The ability to critically assess information by making inferences, recognising assumptions, doing deduction, making interpretations, evaluating arguments and drawing conclusions.
EFFECTIVE DECISION-MAKING	The ability to logically weigh positives and negatives of options, consider alternatives, envisage outcomes and to determine which option is the best.
ENTREPRENEURIAL THINKING	The ability to recognise opportunities in the marketplace and understand how and when to capitalise on them.
INNOVATIVE THINKING	The curiosity, creativity and ingenuity to develop new ideas, strategies and plans to improve services, products or processes.
INTEGRATED THINKING	The ability to define all aspects of a problem, analyse relationships between the different aspects, balance tensions between opposing variables and outlining how decisions are reached.
NUMERICAL REASONING	The ability to apply mathematical concepts and principles to solve theoretical or practical problems.
PROBLEM SOLVING	The process assessing details of a problem, analysing options and designing the best solution.
PROFESSIONAL SCEPTICISM	An approach of questioning information, being alert to potential errors or fraud and critical evaluation of evidence.
STRATEGIC THINKING	The ability to envisage a desired future state and redirect plans to reach desired goals.
RELATIONAL ACUMEN	
COMMUNICATION SKILLS	The ability to effectively exchange information in conversations or by using written or audio communication channels, driven by good linguistic skills.
EMOTIONAL DISPLAY	The ability to maintain emotions and act appropriately at work.
EMOTIONAL REGULATION	The ability to manage stress in front of clients and co-workers.
EMOTIONAL RESILIENCE	The ability to remain focused on using rational thinking despite emotional stress over long periods of time.
LEADERSHIP SKILLS	The ability to establish and share a clear vision, providing directions and motivation to help others follow plans, balancing conflicts of interests, being an example and remaining creative and decisive under pressure.
MANAGING OTHERS	The organisation and coordination of colleagues and their activities to achieve the goals of an organisation.
RELATIONSHIP-BUILDING SKILLS	The ability to establish and maintain positive interpersonal relationships characterised by sensitivity, support, respect and constructive resolution of differences or conflict.
SELF-MANAGEMENT	Managing and taking responsibility for one's own actions and emotions.
TEAMWORK / PEOPLE SKILLS	Ability to value the contributions of other team members, achieve shared goals and to capitalise on ways to optimise team strengths.
TECHNICAL COMPETENCIES	
FINANCIAL MANAGEMENT	The organising, monitoring, controlling and directing of how monetary resources of an organisation should be used and reported on.
BUSINESS STRATEGY	The planning, methods and coordination of effort involved in achieving a desired business objective.
GOVERNANCE MODEL	The framework of rules, procedures and contracts by which an organisation maintains transparency, accountability and fairness in its relationships with employees and stakeholders.
TAX PLANNING	The process of minimising tax liability through the use of legal allowances, deductions and exemptions.
BUSINESS PROCESSES IMPLEMENTATION	The execution of a series of logically related tasks to produce a desired set of results.
BUSINESS SYSTEM APPLICATIONS	The methodical procedures or processes built into applications that is used to deliver goods or services to clients.
CHANGE MANAGEMENT	Managing the ability to cope with, manage and flourish in a changing environment.
REVIEW, ANALYSE AND MONITOR	The re-examination of past information, systematic evaluation of data to establish cause and effect relationships, and the repeated measurement and control of parameters to assess whether a critical point is under control.
REPORTING FUNDAMENTALS	A framework according to which critical financial and audit information will be reported.
RISK AND ASSET MANAGEMENT	The process of identifying, analysing and assessing risk and deciding how to control, avoid, minimise or eliminate unacceptable risks and the administration of investable assets, aimed at achieving an optimum risk to reward ratio.
DESIGN AND INNOVATE	The description of a concept followed by a process of translating the concept into goods or services that will add value to an organisation or clients.
INTERNAL FINANCIAL DECISION-MAKING	The performance measures, descriptors and declarations that are in place to guide decision-making by management and other internal users of financial information.
INVESTMENT DECISIONS	The decisions related to how, when, where and how much capital will be invested in opportunities, based on the potential risk and reward.
MANAGING UNCERTAINTY	The coordination of decisions that have to be made despite incomplete information, unknown factors or unpredicted events.
PROJECT IMPLEMENTATION	The execution of plans, control mechanisms, monitoring and review of activities to successfully complete a project.
RESOURCE MOBILISATION	The activation of the economic or productive activities required to achieve desired outcome.
STAKEHOLDER MANAGEMENT	The process of maintaining constructive relationships with individuals, groups or organisations that has an interest or concern in your organisation.
OPERATIONAL DECISION-MAKING	The ability to make effective short term decisions in the absence of prescriptive long term strategies.
PROVIDING ADVICE	The ability to provide support, feedback and guidance to help individuals complete their tasks successfully.
EXTERNAL FINANCIAL DECISION-MAKING	The performance measures, descriptors and declarations that are in place for investors, creditors and other external users of financial information.
TAX GOVERNANCE	The framework of rules and procedures by which an organisation maintains its tax compliance.
LAWS AND REGULATIONS	Ability to apply knowledge about an industry to identify an organisation's compliance with legal and regulatory obligations.
QUALITY ASSURANCE	The ability to attend to detail and produce work that is accurate and of a high standard.
ASSURANCE ENGAGEMENTS	The expression of a conclusion designed to enhance the degree of confidence of the intended users other than the responsible party about the outcome of the evaluation or measurement of a subject matter against criteria.