



**THE VOLCKER ALLIANCE**

*Working for Effective Government*

# **Doing the People's Business**

**Key Competencies for Effective Public Procurement**

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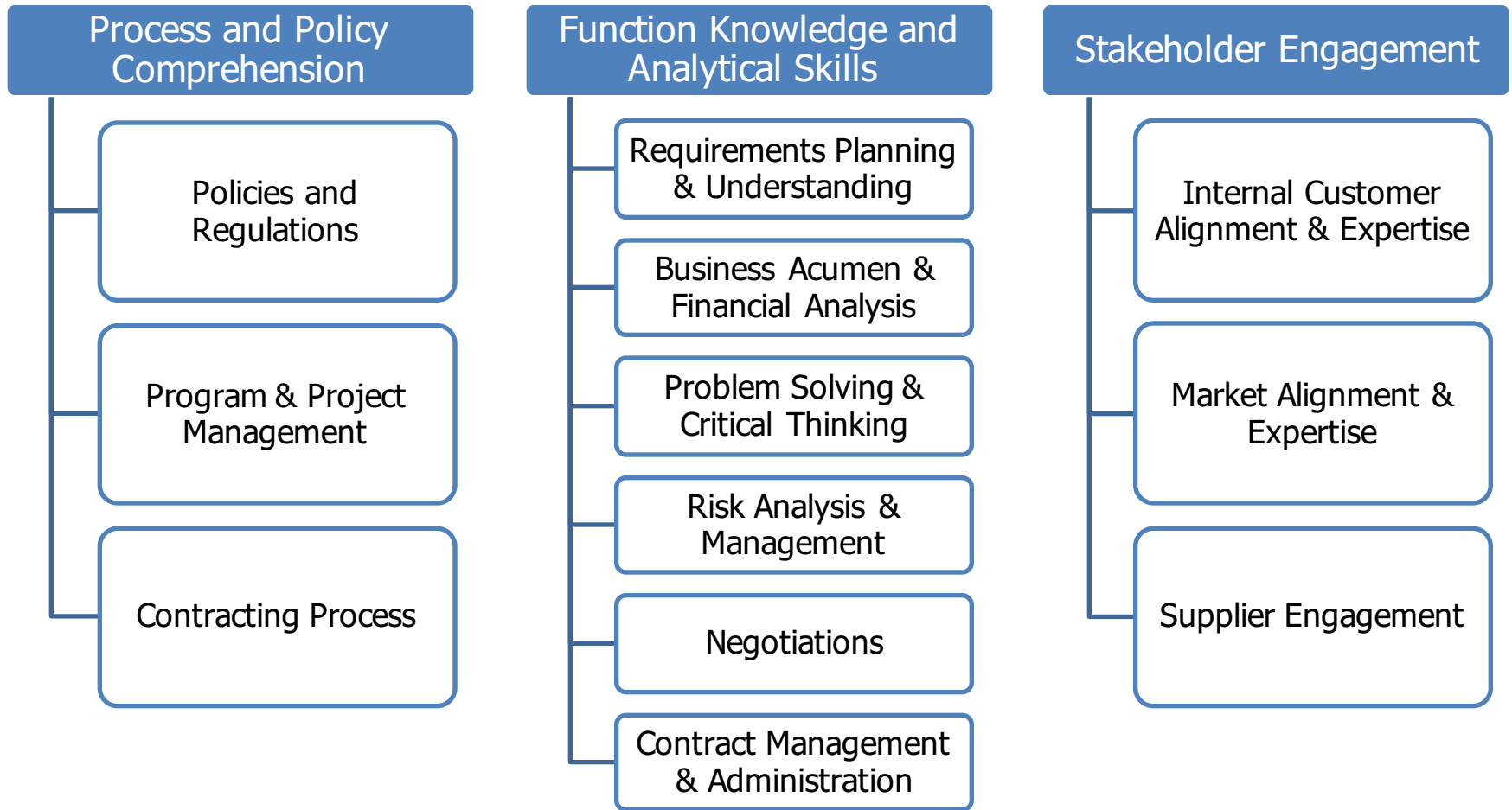
# The Initiative for Public Service Excellence

- The Volcker Alliance was launched in 2013 by Paul A. Volcker to address the challenge of effective execution of public policies and rebuild public trust
- Its core program, Public Service Excellence, works with professional schools and other interested organizations to:
  - Reshape education for public service to strongly align with the skills and competencies required by the market
  - Bridge the gap between research and practice
- Public sector leaders identified public procurement as a fruitful opportunity to make progress on these goals

# Study Approach

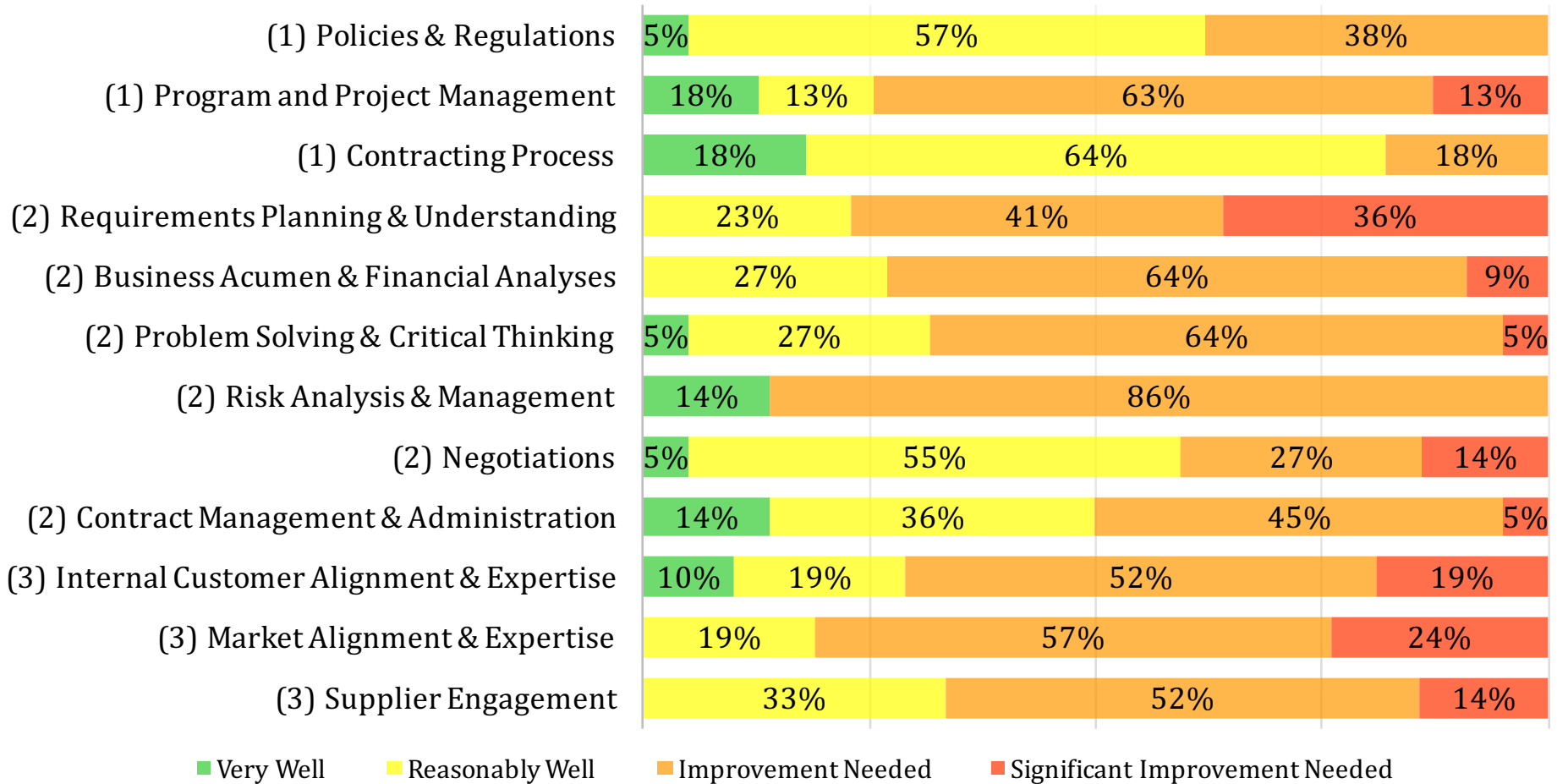
1. Partner with subject-matter expert: Censeo/PSF
2. Conduct secondary research and engage public procurement leaders
3. Develop a draft competency model and validate with project shapers
4. Expose respondents to competency model and have them evaluate gaps
5. Analyze findings and draft report (expected in May)

# Competency Model for Public Procurement



# Identified Workforce Competency Gaps

Groups: 1-Policy & Process; Group 2-Functional & Analytical; 3-Stakeholder Engagement



Very Well Reasonably Well Improvement Needed Significant Improvement Needed

# General Recommendations from Interviews

- Clarify procurement's role to enhance its strategic value
- Better align with internal customers and develop expertise in supplier markets
- Examine the impact of policies and regulations
- Promote smart risks and incentive innovation
- Reap the benefits of open data and new procurement technologies

**For discussion: What should be done to build upon these initial findings going forward?**

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