

Specification of Competency Standards
for the Banking Industry
Unit of Competency

Functional Area - 11. Other Generic Competencies
(Key Function – 11.3 Resources Management)

Title	Expand existing resources pool
Code	109596L5
Range	Expanding existing resources pool by introducing new resources. This applies to different kinds of tangible and intangible resources.
Level	5
Credit	4 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Demonstrate thorough understanding of sourcing approaches for generating new resources; • Understand the nature of different types of resources and their needs, constraints, limitation related to expansion. <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Analyse current and future requirements and resources allocation of different business units; • Identify appropriate resources are required to enhance performance; • Analyse new approaches of raising additional resources and encourage staff to bring in creative ideas; • Source for new resources and evaluate the return on investment to make decision on acquisition for new resources. <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> • Take initiative to pull in new resources creatively in order to enhance performance of different operations and business units; • Demonstrate full consideration of all aspects when exploring and proposing new options of resources; • Monitor and assess the resources pool regularly to ensure expansion done in right timing.
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Sourcing and deployment of new or additional resources based on analysis on resources requirements of different business units and the return on investment of different alternatives.
Remark	