

Team Leader Core Competencies

Name: _____

Date: _____

Communication	
Demonstrates active listening skills	
Listens and asks questions to understand other's views.	
Knows the proper radio communications procedures.	
Demonstrates the ability to communicate using VHS Radio in the field	
Personal Management	
Knows his/her physical capabilities/limitations as it relates to the assigned Tasking	
Acts with honesty, integrity and personal ethics	
Is respectful of the opinion of others	
Recognizes his/her personal strengths and areas for improvement	
Can act in a confident manner and take responsibility for his/ her actions	
Demonstrates the ability to manage the quality of the tactical operation of his/her tasking.	
Demonstrates the ability to ensures the safety of team members	
Is able to demonstrate " flexibility " through his/her willingness to change and adapt as circumstances change in the field.	
Leadership	
Can demonstrate active listening skills and effective interpersonal communication	
Can weigh and manage risk in the face of uncertainty.	
Knows shortcuts in safety procedures will not be tolerated and the team members will not be asked to put themselves at undue risk.	
Knows the talents his searchers bring to the team	
Ensures that Team members are properly equipped (physically and mentally) for the season and the weather conditions.	
Knows the importance of frequent rest breaks for Searchers in the field	
Knows the common problems that can influence the Team's efficiency during the Tasking	
Knows the procedure to follow when the Team finds the lost person	
Knows the procedure to follow when the Team finds a deceased person.	
Knows the concept of " Lost Person Behavior " as it related to " Decision Points "	
Knows how to follow a compass bearing to a specific location.	
Knows the procedure to follow when one of the Searchers becomes injured in the field.	
Understands the importance of getting to know each team member's skills,	
Understands the importance of paring an experienced searcher with a novice searcher or volunteer.	
Demonstrates the ability to obtain the highest POD that conditions will allow	

Demonstrates the ability to keeps team members informed as it relates to the assigned tasking	
Maintains a log of the Search Team’s activities in the field	
Maintains control of the Search Team	
Demonstrates the ability to make sound and timely decisions	
Manages the quality of the tactical operation of his/her tasking.	
Ensures the safety of team members	
Notify Command of an significant clues found by the Search Team	
Demonstrates the ability to lead a Team as it carries out the assigned Tasking	
Demonstrates the ability to assert his/her authority, during the tasking	
Demonstrates the ability to develop a “ plan of action ” when faced with adversity.	
Demonstrates the ability to observe situations as they develop and analyze what he/she has observed	
Communicates “ clearly ” and “ concisely ”.	
Is able to delegate	
Can manage a Type 1, (Hasty Team Search)	
Can manage a Shoreline Search	
Can manage a Flag Line	
Can manage a Type 2, (Open Grid) Search	
Can manage a Type 3, (Closed Grid) Search	
Knowledge of SAR Policies and Procedures	
Knows Search Theory and Search Management Theory	
Knows the HRSAR Equipment available for a Search	
Knows the different types of “Active and Passive Search Techniques”.	
Knows the most common wilderness “Lost Subject Categories” as defined in “Lost Person Behaviour”	
Knows the most common urban “Lost Subject Categories” as defined in “Urban Search”	
Knows how to survive in a wilderness environment in all seasons and weather conditions	
Knows tracking principles and sigh cutting procedures	
Knows how to plot UTM coordinates, determine magnetic declination, triangulation and plotting a course on a map.	
Knows the five basic knots and their uses, (reef knot, clove hitch, square lashing, bowling and figure eight).	
Knows the team’s task has to be clearly described to team members.	
Knows the procedure to follow when a clue is found.	
Knows the most common “Lost Persons Strategies” utilized by missing persons in their effort to	
Knows what the overall search effort will be to determine what his/her team’s relationship will be to other teams in the area.	
Knows what equipment will be needed depending on the type of assignment, (i.e. Type 2, shoreline, flag line, etc.)	

Knows the three phases of a successful debrief	
Knows what information the Team needs to know about the lost person.	
Understands the Incident Command System	
Understands the standards procedure followed by HRSAR from the initial call out to the Team Debrief following the search.	
Understands the four stages the team may experience during the tasking, (Locate, Reach, Stabilize, Rescue/Recovery)	
Understands the various ways a person can prevent his/her getting lost.	
Understands the importance of Critical Incident Stress Debriefing when Searchers have been exposed to a traumatic incident.	
Understands the “pros” and “cons” of using Spontaneous Volunteers during a search.	
Understands the importance of directing media inquiries to the Incident Commander or delegate.	
Understands the procedures involved in a “Multi-team Search”.	
Understands the concept of Probability of Detection, (POD).	
Understands the concept of Critical Separation.	
Understands the importance of having an equipment checklist for different seasons	
Understands the importance of taking notes during the briefing	
Understands the importance of verifying any coordinates prior to leaving command.	
Understands the importance of securing the correct map and reviewing the tasking with overhead prior to leaving command.	
Can complete side two of the tasking sheet.	
Is able to accurately report POD	
Is able to read a topographical map	
Demonstrates the ability to take adequate notes during the Briefing	
Demonstrates his/her understanding of the Tasking assigned.	
Is able to record the location, using a GPS, and describe any clues found	
Is able to navigate accurately with a compass in the field	
Professionalism	
Understands the importance of “ <i>integrity</i> ” through his/her loyalty, sincerity and dedication to the team and the assigned tasking	
Demonstrates the ability to ask appropriate question regarding the lost person during the Briefing	
Demonstrates the ability to inquire about any safety concerns regarding the assigned Tasking.	
Can maintain an optimistic outlook even in adversity.	
Can perform his/her duties in an effective and efficient manner.	
Can critique his/her decisions (actions) in the field in order to best learn from these experiences.	