[Role] Talent Profile

Criteria	Expectation
What success looks like throughout the first year:	30 days: • [X] • [Y] • [Z] 90 days: • [X] • [Y] • [Z] 180 days: • [X] • [Y] • [Z] 1 year: • [X] • [Y] • [Z]
4 most important items for the 1st year:	1. [W] 2. [X] 3. [Y] 4. [Z]
The biggest challenges you'll face in the job, and what you will need to do to overcome them:	
Required experience:	[Range] years of [discipline] experience - ideally in [field]. • Proven experience [doing XYZ]. • Proven experience [doing XYZ]. • Proven experience [doing XYZ].
Preferred competencies:	Competency Category • Concrete example of that competency in action Competency Category

	● Concrete example of that competency in action Competency Category ● Concrete example of that competency in action Competency Category ● Concrete example of that competency in action
Technical knowledge required:	Proven experience learning and mastering [tools XYZ].
Team dynamics considerations:	[Description of reporting structure and which colleagues they'll interact with.]
Environment-fit:	[Describe the work location and modality.]
Culture-fit:	*Purpose:* 　　　[Insert purpose] *Mission:* 　　　[Insert purpose] *Values:* ● [Insert purpose]