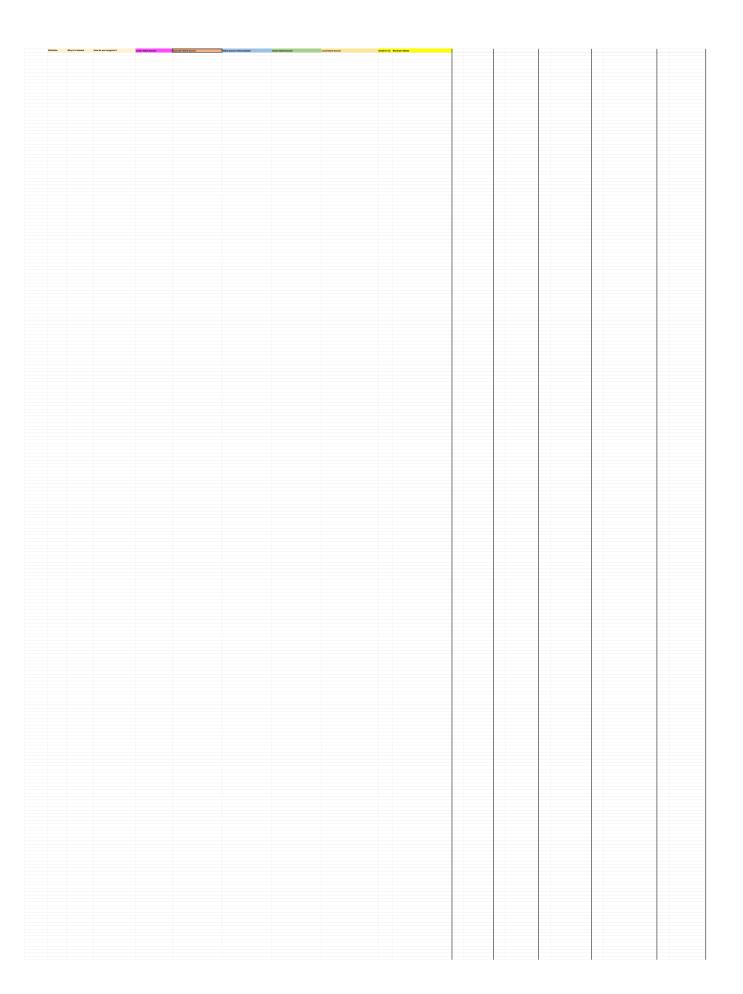
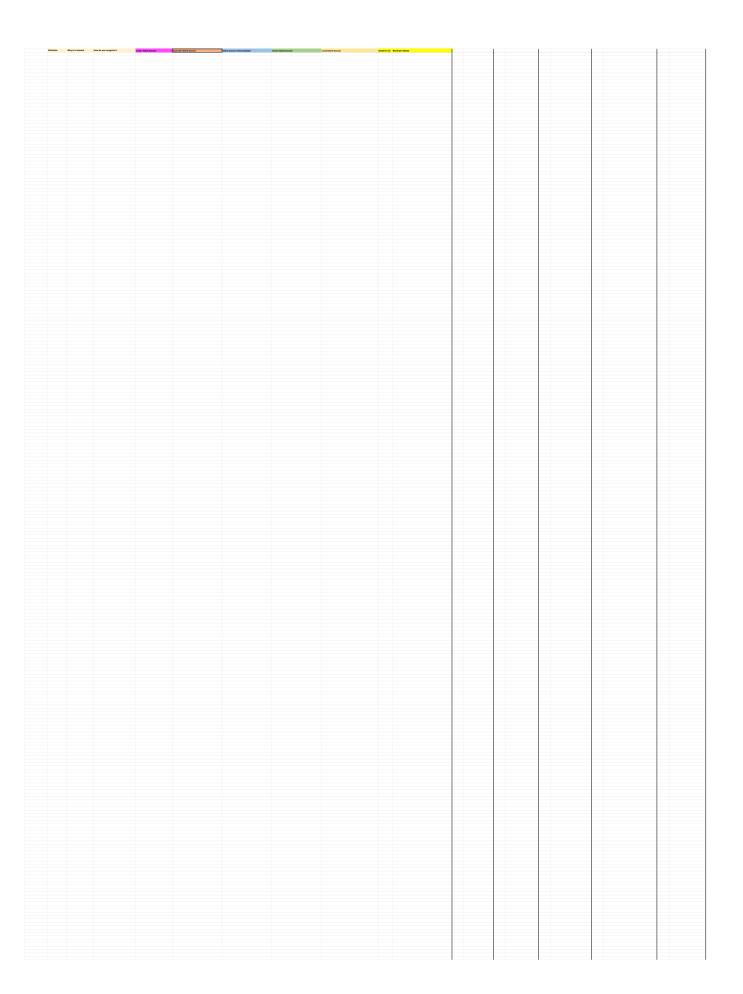
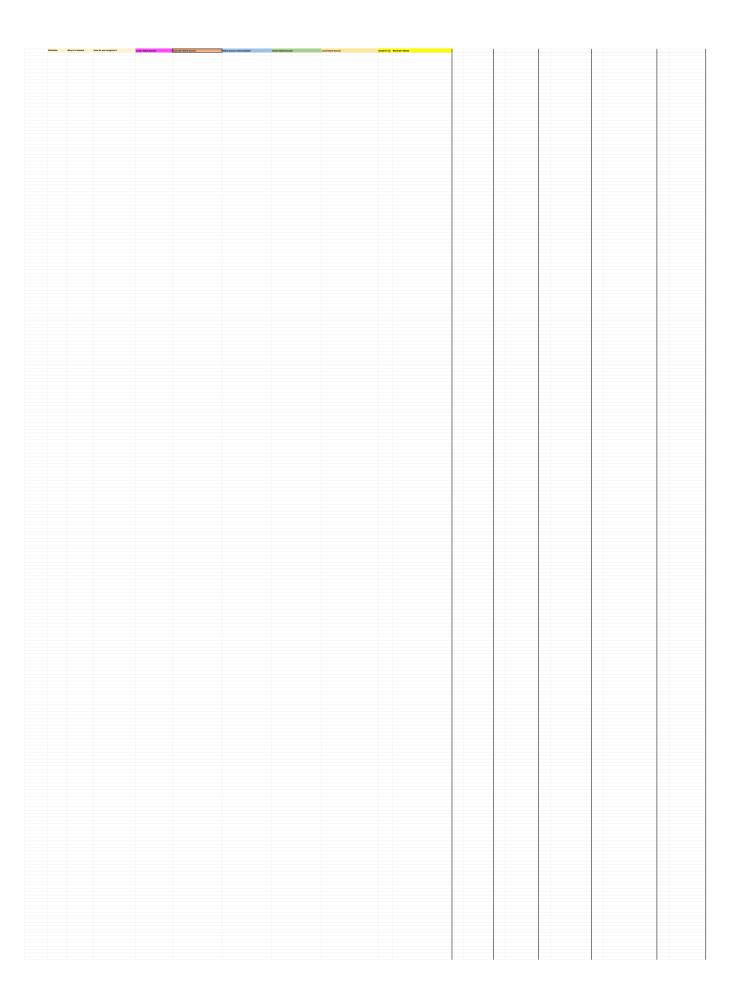
sult oriented											
	A focus on subcome/largets rather than	Results are key to keep our clients satisfied Results are required for	Someone is always aware of fits / fiver performance against targets Someone always speaks in terms of	Personal Delivers on what is requested and understands how to reach these goals.	Personal Know how to most effectively obtain results and create time for extra activities.	Saled Source (intermediate) Personals Mons determination to meet the stignities set by others even when circumstances are not sheat.	Personal: Dious determination to achieve goals over time, resids any pressure to be deflected from this attackment.	Personal: Shows determination to achieve goals over time; resids any pressure to be defected from this attainment.			
	process to deliver the service of matches, Deliver	nutrated - Smalls are crucially	readth, output and next dept - Someone gets a kisk from actioning readth and feets had when lawest are	Leadership 1(i).	Clear Ministration to Afficiant charts	Anticipates, identifies, and effectively deals with	Snow how to silentify and set the expected protects or and established the need for	Ensure how to identify and set the expected projects or goal results without the need for management's input.			
	what's agreed upon.	beey our company growing ()	microed - Someone is always thinking about how to	Clerk Working with 1 dent.	Targets Venado	with unexpected challenges	management's reput.	Contlantly communicates own plans to achieve goals and			
				Targets/Results: Working fulltime for 1 client, 1 note (seyword-board positions also disdust engineer).	Tagets/Wesultu Working full line with 1-2 rules, (fruntend, one lock-milities with 1-2 rules, (fruntend, one lock-milities and non-CT). Is submitting at lead the impured candidates associate to the EPI Summaria.	and try as much as possible not to get distracted by low-priority actions.	guals and degre for results within the adapted work links	Constantly communicates own plans to achieve goots and desire for results within the assigned work tasks. Leadership: Lets self and others stressing goots, over and above those required to meet standards and tagets.			
				Andread engineer)	Is calmilling at lead the required candidates according to the EM formework.	Leaderships flocusing own, and others', energy on what maily makes a difference, rather than being	Leadership: Sets self-and others stressing goals, over and above those required to meet standards.	above those required to meet dandards and largets. Keeps trick of establish this team and prosaltively proposes regionements on every aspect of the job.			
						conditioned by methods which were used in the past. Classic Worked with 5+ different classic.	are seight. Keeps track of results of his beam and areas?****	proposes improvements on every aspect of the juli. Clanti: Directly interacts, with the clants and helps to manage their problems (numbed with 6+ clants as lead).			
						Marking full time with 1-2 rates, (fruntend, one technology rates and non-ff)	to manage their problems (worked with 2+ cleros actes).	Targets/Neurito Working full line with 2-1 miles, (hand ones Engineering Managers, Gala Science, Executive search)			
						ts submitting at least the required candidates.	Targets/Results Working full line with 2-3 rates, (hard ones	is submitting at least the required candidates according to the DP1 Sciencesisk.			
						according to the DT Samework. Now are confident to source across the globe.	Engineering Managers, Data Science, Executive search).				
							is submitting at least the required candidates accounts to the PTE framework				
	The intrinsic	- An informacy driver is	Intercore is always willing to go the exists note in care required because to f the basi- ciang gold most general to disched for the change gold most general to disched for the produced particles of the control of the change date to be gold of the change gold feet and and always disched to the change gold control wast for the control of the change of the change of the change of the change of the change of producing the change of the change of the change of the change of the change of the change of the change of the the change of the	Personal Someone is willing to go	Personal Strong retries; drive to be successful to	Respond Marcal Interest dates to belle other	Removal beliefer facts beyond come of	Personal. Once is develop company-distings counting directions. Eager is investige data is improve efficiency, drive improvable and influence introducers.			
	need to always deliver and focus	above and beyond. - Someone who shows	drong intrince possion to do bed for the company.	sacreda.	Takes on new projects easily	Willing to take on extra work if that is necessary	Setter performance of MatcHL	describes. Eager to be recogn data is improve efficiency, drive vincedates and defiunces bring describes. Condensition 1 for the content that the bears succeeded no matter what it takes. Cleake Eager is team from over productionly reports, and all accordingly in improve sourcing for clients.			
	important for achieving the	resulting in a more softenine from.	always driven to help others in achieving this	Clerk N/A	Leadership II(A.	LeaderSkip: liberIfy when colleagues are stuck and help them in activiting their goals even if that	developing justice studengues.	LeaderSky: Strong ditter to make the from successful no			
	chategic gook of the organization	- Order is crucial for a strong identification with the compositions times	Someone is pro active and disecrit wall for an order but takes ownership him / herself Penado to complete takes /	7	Clerk N/A.	means having to work extra to finish everything. Client (s/s).	Clast Shows intered when interacting with class to find apportunities for improvement.	matter what it takes. Clents: Eager to learn from own productivity reports: and act accordingly to reprove sourcing for clents.			
		engigenent.	requositities, even in the face of difficulties, is optimate and tenacious all					act accordingly to improve counting for clients.			
			anage.								
								when we did so. A second of the control of the con			
asily	Recognizing, seeking out, and eyes preferring	- Curtosity is a notified predictor of workplace societis	Someone is always asking for the why Fourseone discorts understand cometion initially be / she directly sheep into the box	Takes installed to find columns. g hosphesself rather than arking colleagues directly.	Actively pursuing additional / more in depth browledge for yourself to develop on a daily back both mode and outside the office.	Looks for better ways to perform routine aspects of the job or assignments.	 Shows interest and pursues appropriate learning activities that fulfil self-development/learning needs. 	Shows interest and pursues appropriate learning activities that fulfit self-development/learning needs.			
	things that are new unusual, and	- People who are more curtous are more blefy to	(r.g. viagosgle, asks questions) - Someone shows a strong interest in new	Open to feedback	Articles and uses feedback to reprine	Seeks and acquires new competencies, work methods, stear, and information that will reprove	Always among for an understanding of brain.	Mways arming for an understanding of train dynamics and how to optimize this, encourages beam menders to share			
	normal experience. Successfully	e. to a problem - Curtosity leads to self-	- Someone is open to feedback and adis for improvement and new ways to deliver - ad	Shows a preference for and experiments with "limit".	Contributes original and ensurantial steas in	bees apportunities for creative problem solving	new ways of working.	Finds and maximizes opportunities for growth and			
	ideas and approaches by	higher employee satisfaction and better	developmental basings/scarbing	Development KPs Altered Amounting History courses	Sees slid problems in new ways and has name!	practice. Generales unique but workable and soeful solutions to difficult problems.	development Drough multiple source.	Thinks in terms of desired automes, not just reactive,			
	confort with, things that have	results.		Read Classaties, Soli-words, Quara. Follow 30 FB,U groups about	approaches to solving those problems. Development KPI:	Finds creative ways to source for the best passive candidates in the global market.	Trinds in terms of desired outcomes, not just reactive, quick solutions. Finds ways to turn the ideal into reality. Experiments with new ideas,	quick columns. Finds ways to turn the ideal into reality. Experiments with new steas, methodologies, and procedures.			
	neuer been tried before. An anguing commitment to	e e		Sourcing. Braid 10 artistes materials about	Going through online courses and knows how to use influences in sourcing.	Innovates and experiments with follow-ups and extensions (see Fig.).	methodologies, and procedures. Development SPI:	Onedapment KPI Onedap company education program, valuate book.			
	learning and self- improvement			sourcing.	You discovered how to utilize 30-25 sourcing took and use at lead 5 of them on daily basis.	Finds conditive mays its values for the bend passive candidates in the global market. Inscisates and experiences with follow-ups and external controls. Development EPS: This are all all the field only do market is described for the state of the stat	Proactively works on higher own development plan.	courses and learning materials for the team			
				use CSE and 3 Kay on 5 resources.		atio scraping and automation (you can show how phantom budge and data mover work)s.	Acod with the evaluation and implementation of new sourcing tools and procedures. Researching	counting took and procedures. Researching and presenting new took for the team on a monthly back.			
						Find and develop your topic of expertise to initiate knowledge sharing with the team.	any presenting new tools for the learn on a monthly back.	Section with the distribution of the section of the			
***	Mantaining a high level of performant	Ability to manage ciress K required to remain reliated and he	- Someone doesn't panis - Someone is in control of higher work ever when self-rate valve	Ability to deliver, even in hand situations.	Able to remain cates in enotionally charged situations. Accepts condinuctive feedback in a conditive manner and in who to	Able to remain calm is emotionally charged citizations. Accepts constructive feedback in a positive manual cent in Win Inc.	Mantains a high level of performance when facing pressure and uncertainty. Ones knowledge and constitute to respect horsels a	Shows resilence and composure, even in difficult or advence circumstances. It prepared and able to make difficult decisions in the hart interest.			
	facing pressure and uncertainty.	- Ability to manage cores ensures nothing is	- Someone is always in a good upon no master the pressure	Can deal with time precure and set- backs during work by acting	Authorizing to their emotional and professional	Acknowledges to, her emotural and professional	difficult chatters.	renancommitted to sering their through			
	wellity to remain calm and self- controlled, and to	averticated and we are always in control of our work.	- summone breps pushing for a result, no moster what.	management for help.	arms, and seeks help when recessory	arms and seeks help when necessary Can handle and oversome resistance from	nemaris catin, composed and flacused during a cross or challenging period, monitors to, their emotional reactions and is able to always act in a	n awe wredd the precion to make quick decisions where consideration is required.			
	respond togically and declorety in difficult situations.	- Being resilient makes sure we never "underperform" to our				sanddates and turn this into a new approach for the search.	summitted manner; Recovers rigidly from settlacks and persods in	renquents to challenges with tags; and reason, avoiding emotional reactions;			
		cleris.					realizing work slipedities, even in difficult or adverse crownstances.	Withstands criticion from stateholders and remains composed under pressure;			
							Identifies whys to oversome and prevent shrodul situations proparations the achievement of project most	Manages surflicting pressures and tensions.			
ad Thirding	Analysing information to	- By providing an analytical approach to	Someone always uses data to undergor tropher opinion, identifies the topical.	Recognizes perforent facts and naues that make up a problem or issue.	Undertakes a process of information and data collection (a.o. LORO) and analysis for interestion	Codects all the relevant information and data needed to address the problems blendfes the	Mentifies a number of solutions to complex problems integrating findings from several	Conducts analysis and identifies key source, opportunities, risks and challenges. Sizes findings to decide on a stokeny			
	identify cause and effect relationships and constrains	sourcing, efficiency is increased and business and better.	Suctod outcomes based on the data, information and analyses conducted.	Ada standard questions and follows first line of purplication to the	purposes.	options and solutions for addressing the problems analysed.	different douptines, stendilles and evaluates the various options developed and selects the most effective solution.	to revenge resources effectively.			
	the ability to admittly ortical	- Exhanting key information from data and	ways of working . 1 - Neylite extracts relevant data in order to	the lay elements of a situation or problem.	between two aspects of a situation (i.e., A leads to 8).	Organizes, dissifies and synthesizes the data into fundamental rouses. From the information,	Draws logical and objective conclusions from the	polarital challenges, and develops solutions.			
	mements and assesses consequences of	seveloping workshile salubions for the identified prolifers below to	wendly possible causes for the problem; If Critically examines issues by breaking then down into manageable parts.	Uses sound judgment to determine what information is needed to assess	Weight the relevant factors of a situation or problem and draws logical conclusions.	menufecitie mist probable causes of the problem. Reduces the information down into manageable	new and satisfates them as the prime cause and contributing causes for the problem.	complex or multidimensional and integrates the analyses into a complete and comprehensive response.			
	effection	emprise Mata HKs services. - Data, funnels and market		execution. E.G. brows to both at the data is order to see where to adjud the sourcing process.	Assesses the strengths and weaknesses of arguments to judge the ments and/or witid**	completels. Preactively shares tregites with hecher many-re-	memories anumber of solutions to the problem by identifying and evaluating the various options, developed and selects the most effective con-free	Over complex analytical techniques as necessary to integrate thinking into an appropriate concessual			
		parties will help you to parties with the recruiter more effectively and			case and the actions to take.	Makes a well-reasoned response even when faced with incomplete or conjunctations with reasons	Leverage data to improve efficiency drive	Namework for the team.			
		manage client based on facts.				Collectic weekly data proscilisely and analyse it to	farming monthly reports about your productivity and presenting infa on how to improve sourcing for others.	Manages southling presented and resistant. Graduals are spin, and destroller law years, approximates, about and statement of the spin and statement			
-	The ability to	- Seng a team / working	- Someone is actively involved in Massell	Participates actively in team	Actively caring about the wellbeing of your	statistics and KPIs. Actively hosting out for colleagues who need	Actively identifying and implementing new ways to	Actively shrottlying and implementing new ways to make			
	partner and cooperate with all staff of Massett	as a fearn is crucial for Materies's success and is one of our core solves?	exercites - Someone Shoks actively about activities to improve team caterence	meetings and shares his/her opinion.	correspons and contributes to beam results. Supports in sours with Juriar Talend Sourcers.	support both socially or in terms of their work. Supports a climate and working environment	mase your own beam more happy and effective and actively invoked in all outing new beam menders.	This is completed and comprehensive requires. So completed and comprehensive requires a consequence of the complete and completed and completed and completed and comprehensive requirements for the lower particular and completed and complete and c			
	and making use of the beans browledge to	1	 Someone is always aware of the studios of other beam menders and activity informs about their wellbeins and com- 		Liber to collaborate with team members and finders beam spirit.	centitive to the needs of all team members. Proposes changes to work approaches and	In concultation with the team lead, recognities and series apportunities to create a collaborative team (also with recoulters) in support of active cor-	your own intern more happy and effective and alterly invaried in altituding over beam remised; in consultation with the boson-bad, recognizes and select importanties to create a collaborative brane in support of achieving results. Parameter the case Mackett approach by siberallying procedure supports and opportunities for collaboration with terms, generally largered by fifther internation area of researchilds.			
	create optimal results.		Sizes with management when they are - Colleagues like to work with you.		Understands and supports the decision of the	processes to contribute effectively to the team's work.	results.	achtering results. Phomotes the one Matain's approach by sherifying percise rengers and opportunities for cutablocation with tesse (sources) keyand his/her immediate area of responsibility. Responsible for orbitaliting and managing new persur			
					preferred solution.		possible sprenger, and apportunities for sallaboration with beams (numbers) beyond his/her	with teams (numbers) beyond his/her immediate area of responsibility			
							immediate area of responsibility	Responsible for contracting and managing new jurisor frame members. Even members. Evenuaring the adaptivened dearn works in a situationed way, processors are althored to and evenything is stored in a long-time of the processors. In the contraction of the co			
and organizati	there is a process to place to delive	- Planning encures we are organized and can beep to our commitments on	- Someone is always in surfield and rewer moons a "Na dis" or appointment — Someone always stindly adhere to our protectors. - Someone Inspectly strettles patiential protects represented to become more efficient. - Promon is productive in setting up a clear process to do an assignment.	Advence to stend process	Winking in a shuckured way with a clear slew of diely and weekly provides that need to be met. Flore and copyright to the men work to:	Encuring all candidate and client interactions take place in a shouldaredway. Creates a timetice for the accommend and update the in Wark/Cod.	Enouring the accignment fearn works in a characteristic way processes are adhered to and exerciting is closed in a horse-wise.	Excuring the accignment team works in a cloudured way, processors adhered to and everything is closed in a look of work			
	optimal service to cheets and	acefficient as possible Process orientation /	processes - Someone Sequently silentifies patential		ecological tables and provides.	ets for other members to see.	Mentifies and introduces effective and efficient	Inglishway Identifies and introduces effective and efficient ways of organizing and managing programmes and operations, withis his/her leave.			
	Line delivery and clear approach to	scale our butters in an efficient and clandardized	efficient Person is proscible in setting up a clear		dationed of progress of table and activities in dational est and beeps supervisor/manager informed of progress.	mingation and contingency plans.	operations within tripler train.	g are managing programmer and operations. within his/her beam.			
	Parts.	***	processor and assignment.		Mater, sure all candidate interaction is sined in LORG.	Proactively seeks opportunities to identify and introduce efficiencies in tripler own planning and organizing, within the soope of assigned tasks.	Mays informed about learn's work and progress against larget dates and indestones for client, uses Stack/ Coda/ ernallets to sheak this.	Slays informed about learn's work and progress against target dates and extensiones for client, uses Stack/Coda/ eroal etc to check this.			
						Makes over all candidate interaction is caved in LOVO.	Renains aware of lowes supporting or landering progress and anticipates potential challenges;	Renative aware of names supporting or hordering progress, and anticipates potential challenges; identifies tools to			
						You never have unfinished communication with client / candidates.	medifectant to overcore stateage. Makes see all condider and check interaction in	oversime statlenges. Makes sure of condition and stend interaction is saved in USIO for others to see.			
rikation	The ability to shearly express. box/barself www."	- Communication ensures we can manage and meet our clients, essentiation	Someone never has an incur internally an with a stend because especiations are see! Someone always communicated by	Internal State ability to communicate progress and	Internal. Keeps everyone informed about the process he/she is working on.	Internal: Takes time to Internity and understand the	believed. Ability to challenge sensor staff in a soren	Internali States steas very clearly Encourages open			
	Sandy, and results in	n - Communication effort				perspectives of others and proposes solutions when needed.	and condituative way	communication and builds conserous. Identifies and manages instandentlandings.			
	a polite, discrete	us to persuade clerch and	- Someone easily Subdit a (personal)	expectations related to own work. External Sinlarge your network from	External. Ability to communicate progress and expectations with the candidates and internal too	perspectives of others and proposes solutions; when needed. In External Species and writes clearly and combinity by	 Milevali. Ability to challenge center staff in a open and continuitive may External: Ability to independently bandle clients y without escalatures required. 	communication and builds concerned. Mentitles and manages mounderstandings. External: Uses tast and doorston in dealing with			
	a pullin, discrete and integer way. Buth in an internal and external	us to personde cheros and candidates of our perspective - Effective communication	- Sameone easily builds a (personal) relationship with colleagues, candidates and directs.	expeciations related to own work. External, Sharge your network from 0 to 2000 connections on Linkedin. Write your own author/th templates.	External Addity to communicate progress and expeciations with the candidates and internal too in a timely and efficient way. You are sending 1-2 enactifiable companying per	 Baleval Species and writes clearly and conclody by effectively identifying key points relevant to the search/pagement. 	without excellence required. Can drait with unresponder candidates and knows	External: Uses Sail and dispersion in dealing with sensitive information, and keeps clients, Sandslates informed of decisions and directions as appropriate.			
	a pullin, discrete and integer way Both in an internal and external contest.	is to perside check and candidates of our d perspective - Effective communication results in growth and maturity of employees	plant only usually and provisionly - Sameone early Sudda. Speciosal) relationship with calledgues, candidates and claviti.	External. Snlarge your network from 0 to 2000 connections on Linkedin.		 Edward Specific and writes clearly and commonly by effectively side-off yarg key points relevant to the cranth/assignment. Additing to alreadily and address potential tower with candidates per-actively and communicates. 	sates and county as manyerounce; samuel common y wellhold establishes required. Can deal with unrequestive candidates and knows him to regige them. Slicitly to identify and address potential tower with	Edenal: Uses Lad and discretism in dealing with secutive information, and bergs cliently, Carolidakes informed of decision, and directives as appropriate. Addity to independently handle directs, and their timelines without excitations required through strong indepensional or an experiment of the properties of the contract of the properties of the contract of the contract of			
		maturity of employees			Outreating 20 candidates daily	External Speaks and writes clearly and concludy by effectively shrellifying they prints relevant to the swars/logisteries. Addity to identify and address potential source with cardidates privatibility and communication accordingly.	water and a state of the state	Extensit: Dies lad and dissertion in draining with concline information, and seeps clinicity, laundlated informed of deviations and distributes as appropriate. Addition to independently handle clients and their timetimes without excitations required libraryly strong independent infoliation.			
		maturity of employees				External Speaks and writes clearly and concludy by effectively shrellifying they prints relevant to the swars/logisteries. Addity to identify and address potential source with cardidates privatibility and communication accordingly.	water and a state of the state	Extensit: Dies lad and dissertion in draining with concline information, and seeps clinicity, laundlated informed of disclosure and disclosure as appropriate. Additing to independently handle clients, and their timetimes without excitations required libraryly strong independent infolions.			
		maturity of employees			Outreating 20 candidates daily	In Balances Special and writes (solar) and commonly by infollmenty describing by a point or reviewed to the consts) exaggment. Altering to identify and adverse patiential nones with considerate proceedings and communication, accordingly Note and the special accordingly and communication processing and according and communication processing and according to the constraint to be a second or constraint to take a constraint and constraints and STS processing states, the constraints and constraints STA STATES and Communication STATES and Communication STATES and Communication STATES and Communication STATES and Communication STATES and STATES and STATES S	washes away to mispenierus pearus remoi mispenierus mispenierus Can del sells veregonishe candidates and tenes him to reigip tile mis to reigip tile Jahliy to shentify and addescy polential tisses will candidate and chem pro-altimy and communication solitionity! Outries link politication of the pro-altimization. Enlarge your network to 1000% connections on	Nationals: Units Stall and dissertions in dealing with sensitive information and larges; cleanly, cleanly, cleanly informated of shockines and dissertions as appropriate. All the processing of the control of the control of without exclusions: required through sharing the previous without exclusions: required through sharing telepressional relations. Stally assinging high fixed orders and cheerls for "four-size and Service" model. Cultivashing 50-50 consistence all yealth automations.			
		maturity of employees			Outreating 20 candidates daily	In Education Systems and writes, coloring and constructing the effectively used for present coloring the forecast by the present conversation of the forecast by compression. Administration of the construction of the constructi	which we come as complement or stated attention. Case datal with unempressioner candidates and knows. Stating is shearing and adulency periodial knows with stating is shearing and adulency periodial knows with stating and adulency periodial knows with stating and adulency periodial knows with stating and adulency periodial knows with fraging pour redwork to 1000's connections don familiar to the adule fills in waxaging datal members stating and redwork to 1000's connections don familiar to adule fills in waxaging datal members stating and high and to the connections of the periodial and the control in the connection of the connection of the connection of periodial and the connection of the connection of periodial and the connection of the connecti	Federated: Leve Lead and discretions in enabling with constraint influentiation, and the specific mellicitation influenced of discretions and discretions are appropriate. After jour appropriate produced in the constraint and sufficient and admittance required in through those primary enabling and admittance required in through those primary enablings. Eastly interest and climics flow "International Sea benezia" maked. Outerwallings (I) and Countilistics of all yearth automations. Table is detained in the county of the country of the country trainings and the country of the c			
		maturity of employees			Outreating 20 candidates daily	Referred hypothecental writes chally an electricately in development and writes the controlled production of the control programment. Addition to blooding and address protected at least with particular and address protected at least work production and address protected at least work production and address production and address and addres	without authories requese. See lost with investigation requese. See lost with investigation confidence and factors, because the request product authorities and factors have been appeared to complete them. But the request investigation and confidence product all continues and cont	Materials (Inc.) to all discretion in design all variation designation, and in discretion is designed inclined and design and designed and control and submitted and design and designed and design in designed and other size and their technique reliable. The control is a design and designed reliable. The control is also designed and their designed and designed and their designed and designed and designed and designed and and designed and designed and and designed and designed and designed and designed and designed and designed and designed and designed and designed and designed and designed			
		maturity of employees			Outreating 20 candidates daily	Referred hypothecental writes chally an electricately in development and writes the controlled production of the control programment. Addition to blooding and address protected at least with particular and address protected at least work production and address protected at least work production and address production and address and addres	without authories requese. See lost with investigation requese. See lost with investigation confidence and factors, because the request product authorities and factors have been appeared to complete them. But the request investigation and confidence product all continues and cont	Materials (Inc.) to all discretion in design all variation designation, and in discretion is designed inclined and design and designed and control and submitted and design and designed and design in designed and other size and their technique reliable. The control is a design and designed reliable. The control is also designed and their designed and designed and their designed and designed and designed and designed and and designed and designed and and designed and designed and designed and designed and designed and designed and designed and designed and designed and designed and designed			
		maturity of employees			Outreating 20 candidates daily	Selected Systems and writes, clearly an electrocardy in productionly desired desired schedulers (the electric special schedulers) that should be presented as a small production of the electric special schedulers and electric special schedulers and electric special schedulers and electric schedulers desired scheduler	without anxiations requesed. Les our sell on regular controllars and Execution Services an	Monands in Note and discretion in design palls assistant with least and market part and pall			
		maturity of employees			Outreating 20 candidates daily	Selected Systems and writes, clearly an electrocardy in productionly desired desired schedulers (the electric special schedulers) that should be presented as a small production of the electric special schedulers and electric special schedulers and electric special schedulers and electric schedulers desired scheduler	without anxiations requesed. Les our sell on regular controllars and Execution Services an	Monands Visio Land and Burstellers in Berling with sections of the section of the Section of the Section of the Section of the Section of the Section of the Section Adults in section of the Section of			
		maturity of employees	"Amount would pushed a gramming medication and confidence of the c		Outreating 20 candidates daily	Selected Systems and writes, clearly an electrocardy in productionly desired desired schedulers (the electric special schedulers) that should be presented as a small production of the electric special schedulers and electric special schedulers and electric special schedulers and electric schedulers desired scheduler	without anxiations requesed. Les our sell on regular controllars and Execution Services an	Monands in Note and discretion in design palls assistant with least and market part and pall			
		maturity of employees			Outreating 20 candidates daily	Selected Systems and writes, clearly an electrocardy in productionly desired desired schedulers (the electric special schedulers) that should be presented as a small production of the electric special schedulers and electric special schedulers and electric special schedulers and electric schedulers desired scheduler	without anxiations requesed. Les our sell on regular controllars and Execution Services an	Monands Visio Land and Burstellers in Berling with sections of the section of the Section of the Section of the Section of the Section of the Section of the Section Adults in section of the Section of			
		maturity of employees			Outreating 20 candidates daily	Selected Systems and writes, clearly an electrocardy in productionly desired desired schedulers (the electric special schedulers) that should be presented as a small production of the electric special schedulers and electric special schedulers and electric special schedulers and electric schedulers desired scheduler	without anxiations requesed. Les our sell on regular controllars and Execution Services an	Monands Visio Land and Burstellers in Berling with sections of the section of the Section of the Section of the Section of the Section of the Section of the Section Adults in section of the Section of			
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Competencies	Result oriented	Drive	Curiosity	Resilience	Analytical Thinking	Teamwork	Planning and organiza	Communication	Managerial skills
Definition	A focus on	The intrinsic	Recognizing, seeking	Maintaining a high	Analysing information	The ability to partner	Making sure that	The ability to clearly	Serving as a role
	outcome/targets		out, and even	level of performance		and cooperate with	there is a process in	express him/herself	model by
	rather than process		preferring things that	when facing pressure	effect relationships	all staff of MatcHR	place to deliver	about tasks and	demonstrating
	to deliver the service	focus on what is most		and uncertainty.	and correlation; the	and making use of	optimal service to	results in a polite,	leadership, inspiring
	of matcHR. Deliver	important for	and outside of one's	Ability to remain calm		the teams knowledge	clients and	discrete and integer	others and providing
	what's agreed upon.		normal experience.	and self-controlled,	critical elements and	to create optimal	candidates e.g. on	way. Both in an	clear direction to
			Successfully	and to respond	assesses	results.	time delivery and	internal and external	achieve priorities.
		organization	generating new ideas	logically and	consequences of		clear approach to	context.	Has the ability to
			and approaches by	decisively in difficult	different courses of		results.		motivate and
			openness to, and	situations.	action				empower staff, and
			comfort with, things						recognizes individual
			that have never been						and team
			tried before. An						contributions to
			ongoing commitment						MatcHR's success.
			to learning and self- improvement						
	1		improvement						

Label	Fachliche Kompetenz / Erwatung	RA	SRA	RM	SRM	RC
Personal	Delivers on what is requested and understands how to reach these goals.	х	x	x	x	x
Personal	Anticipates, identifies, and effectively deals with problems and risks;		x	х	х	x
Client	Working with 1 client.	х				
Client	Working with 3 client.		x			

	Junior Talent Source	Associate Talent Source	Talent Sourcer (intermediate)	Senior Talent Sourcer	Lead Talent Sourcer	Sourcing Manager (Team Lead)
Years of exp	€ starter	1+ years of experience	1-3 years experience in sourci	3-5 years experience in sourci	4+ years experience in sourci	5+ years in sourcing
Education	University degree, technical background is a plus	University degree, technical background is a plus	, , ,	University degree, technical background is a plus	University degree, technical background is a plus	University degree, technical background is a plus
Langauge sk	Fluent in English	Fluent in English	Fluent in English	Fluent in English	Fluent in English	Fluent in English

	Junior Talent Sourcer	Associate Talent Sourcer	Talent Sourcer (intermediate)	Senior Talent Sourcer	Lead Talent Sourcer	Sourcing Manager (Team Lead)
General Skills						
Result oriented						
Drive						
Curiosity						
Resilience						
Analytical Thinking						
Teamwork						
Planning and organization						
Communication						
Managerial skills						