

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

	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						