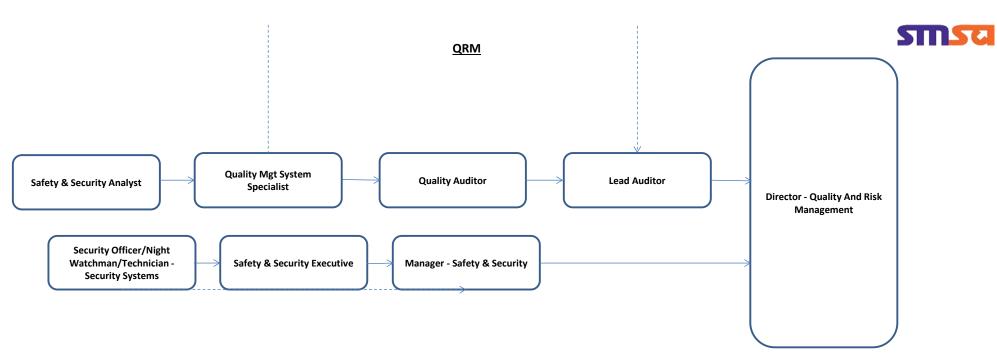


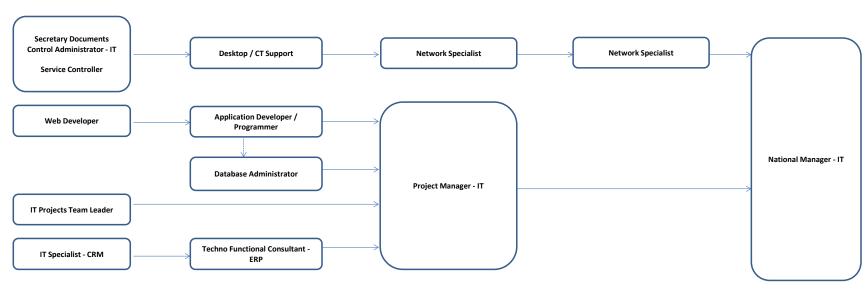


Forklift Operator	Facilities Management Executive	Utility Executive	Inventory Clerk	Secretary Documents Control Administrator - HR and Admin	Inventory Specialist	Regional Supervisor - Facilities	Supervisor - Inventory	Supervisor - Utilities	Translation Executive	Inventory Manager	National Manager - Facilities	Director - HR and Admin
Qualification:	Qualification: • Minimum: High School Diploma		Qualification: • Minimum	Qualification: • • Minimum: High School Diploma based		Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
Secondary (Minimum)	Preferred: Associates Degree or Higher				Minimum: High School Graduate) based in	Bachelor Degree in either Business Management or	Bachelor Degree in either Business					Bachelor Degree in either Business Management.
Competency:		School Diploma		Preferred: Bachelor Degree in either Business	experience	equivalent.	Management.	College (Preferable)		Management.		Bachelor Degree (Minimum)
Stress management (Level 2)		Preferred:	ļ.	Management or equivalent.	Preferred: College level	ļ.	ļ.	Valid Driver's License - Motor / Truck Knowledge of Safe Driving	ļ	ļļ		Masters in Business Administration in HR or CIPD,
Initiative (Level 3)		Associates Degree	Competency:	1		i i	1	İ	Competency:			SPHR, GPHR or related certifications (Preferable)
-	Communications Skills (Level 2)	or Higher	 Analytical skills (Level 2) 	1	l I		1	<u> </u>		Competency:	Competency:	1
	 Networking and relationship building (Level 2 	4	 Team work skills (Level 	Competency:	1	Competency:	Competency:	1		Stress management (Level 2)	•• MS Office - (Advanced)	1
English – (Intermediate)	}	Competency:		Arabic (Intermediate)	Competency:	Communication Skills (Level 3)	Analytical Skills (Level 2)	Competency:	Communication Skills (Level 3)	Initiative (Level 3)	Team Leadership (Level 3)	Competency:
MS Word, Excel, Email / Internet	i	 MS Office 	 Stress management 	• English (Advanced)	Stress management (Level 2)	Risk management (Level 2)	Computer skills (Advanced)	Creative Thinking (Level 3)	MS Office (Advanced)	Arabic – (Intermediate)	Planning & Organizing (Level 3)	Adaptability (Level 3)
Search, etc. (Intermediate)	į.	(Advanced)			Initiative (Level 3)	Strong negotiation skills (Advanced)	Planning & Organizing Skills (Level 2)	Conflict Management (Level 3)			Networking / Relationship building	Communication (Level 3)
İ	i	 Communications 		Preparation of correspondence and reports	Arabic – (Intermediate)	English (Intermediate)	Communication skills (Level 2)	Resource Management (Level 3)	i	MS Word, Excel, Email / Internet Search, etc.	(Level 3)	Organizational & Environmental Awareness (Level 3)
1	į.	Skills (Level 2)			English – (Intermediate)		Knowledge of local labor law (Advanced)	Stress Management (Level 3)	į	(Intermediate)	Creative Thinking (Level 2)	Creative Thinking (Level 3)
1	I	J.	MS Office (Advanced)		MS Word, Excel, Email / Internet Search, etc.		Computer literate (Intermediate)	Initiative (Level 3)	1	[) =	1	Conflict Management (Level 3)
i .	;	1	1	Computer (Advanced)	(Intermediate)	Computer literate (Intermediate)	i	Teamwork (Level 2)	;			Resource Management (Level 3)
1	ļ.	ļ	ļ	!		Į.	1	Operate Forklift / Stacker W/H Equipment (Intermediate)				Risk Management (Level 2)
1	į	1	i	Arabic (Intermediate)		1	1	MS Word, Excel, Email / Internet Search, etc. (Intermediate)			1	Team Leadership (Level 4)
		!	ļ.	• English (Intermediate)		<u> </u>	!	Vehicle Technical Knowledge Skills (Intermediate)				Change Leadership (Level 3)
1	:	1	1	MS Office (Advanced)	1	1	1	<u> </u>	:	1	1	Vision & Strategic Direction (Level 2) Knowledge of local labor laws and other relevant
1	!	!	!	<u> </u>] !	1	!	!	}] !		rules and regulations (Advanced)
i	i	i	i	i	i	i	i	¦	i	i i	i	Arabic (Advanced)
1	1	;	1	}	li de la companya de la companya de la companya de la companya de la companya de la companya de la companya de	1	1	1	i	li .	1	• English (Intermediate)
i	i	i	î	i	i	i	i	i	i	i		Strong negotiation skills (Advanced)
1		1	i	!		1	1	<u> </u>			1	1 - Strong negotiation skins (Absumed)
i	i	.L	i	i	i	.4	i	i	i	i	i	i



Quality Auditor	Safety & Security Executive	Lead Auditor	Safety & Security Analyst	Manager - Safety & Security	Director - Quality And Risk Management
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
Bachelor Degree	High School	A bachelor's degree is required.	Bachelor Degree in Business	Graduation	Bachelor Degree in either Business
Must be a certificate internal auditor	· į	Must be a certified lead auditor in	Administration		Management with relevant professional
ļ	Competency:	good standing	ļ	Competency:	qualification as a lead auditor
<u> </u>	Adaptability (Level 2)	i 1	Competency:	Adaptability (Level 3)	i 1
'Competency:	Communication (Level 2)	Competency:	Analytical thinking (Level 3)	• Communication(Level 3)	Competency:
• Communication (Level 3)	• Initiative (Level 2)	Communication (Level 4)	Adaptability (Level 3)	Conflict Management(Level 3)	Communication (Level 4)
• Planning and Organization (Level 2)	Planning & Organizing (Level 2)	Planning & organization (Level 3)	Communication (Level 3)	Analytical Thinking (Level 3)	Adaptability (Level 3)
Analytical thinking (Level 2)	• Teamwork(Level 2)	Analytical Thinking(Level 3)	Skills in Microsoft office	• Resource Management(Level 3)	Organization & Environmental Awareness
• Creative thinking (Level 2)	• CCTV (Intermediate)	Creative Thinking(Level 3)	(Intermediate)	• Investigation (Advanced)	(3)
• Teamwork (Level 2)	 Health & Safety (Intermediate) 	Teamwork(Level 3)	ì	 Auditing (Intermediate) 	Creative Thinking (Level 3)
Knowledge MS Office (Intermediate)	X-Ray (Intermediate)	Knowledge MS Word (Advanced	•	• X Ray Training(Intermediate)	Networking Relationship (Level 3)
Database Management (Advanced)	Auditing (Intermediate)	Level)	j	 Training Delivery(Intermediate) 	Conflict Management (Level 3)
• ISO standards (Intermediate)	• GACA requirements (Intermediate)	Database Management	i	• Security equipment , CCTV	Resource Management (Level 3)
j , , , , ,	• Civil Defense (Intermediate)	Skills(Advanced Level)	İ	(Intermediate)	Risk Management (5)
!	1	• Knowledge in ISO 9001, ISO 14001,	!	 Health & Safety (Intermediate) 	• Initiative (Level 3)
1	1	OHSAS 18001, ISO 10002, ISO 10015,	1		• Team Leadership (Level 4)
1	1	TAPA, TISSE & WHO-GDP standards	1	1	Change Leadership (Level 4)
1	1	(Intermediate Level)	1	1	Vision & Strategic Direction (Level 3)
1	1	! !	1	1	1
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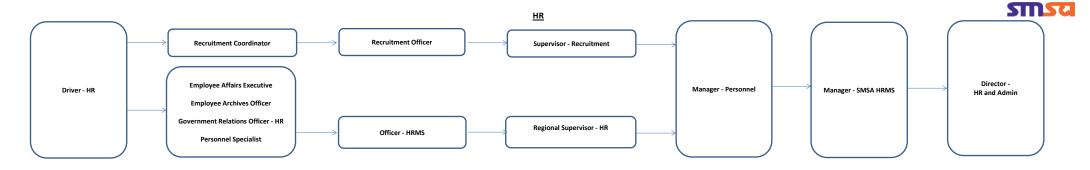
Desktop / CT Support	Application Developer / Programmer	Techno Functional Consultant - ERP	Network Specialist	Database Administrator	Infrastucture Supervisor	Project Manager - IT	National Manager - Information Technology
Qualification:	Qualification: Bachelor Degree in	Qualification:	Qualification: Diploma in	Qualification: • Bachelor Degree	Qualification:	Qualification:	Qualification:
Diploma in Computer Science (BS)	either Computer Science or	Bachelor Degree in Computer	Computer Science (BS) from	in Computer Science (BS) from	Bachelor Degree in Computer	Bachelor's Degree or higher in	Bachelor Degree in either
from recognized institute	Engineering	Science (BS) from recognized	recognized institute in Network	recognized university (Preferred)	Science (BS) from recognized	Engineering, Technology or related	Computer Science or MIS
(Minimum)		university	Administration and Security	ļ	university (Preferred)	field.	!
Bachelor Degree in Computer	Competency:		(Minimum)	į	į	į	!
		Competency:	Bachelor Degree in Computer	'Competency:	!	ļ	!
university (Preferred)	Continuous Learning (Level 2)		Science (BS) from recognized	I • • Adaptability (Level 2)		į	Competence
!	Organizational & Environmental	Continuous Learning (Level 2)	university (Preferred)	Continuous Learning (Level 2)	Compotonous	I Compaton and	Competency: Adaptability (Level 3)
	Awareness (Level 2)	Creative Thinking (Level 4)		Organizational & Environmental	Competency: Adaptability (Level 3)		Communication (Level 3)
		Planning & Organizing (Level 3)	!	'Awareness (Level 2)	Continuous Learning (Level 4)	, ,	Organizational & Environmental
			Competency:	• Creative Thinking (Level 4)	Organizational Environmental		Awareness (Level 3)
		l'	the state of the s	• Stress Management (Level 3)	'Awareness(Level 2)		Creative Thinking (Level 3)
Stress Management (Level 3)	Analytical Thinking (Level 3)			• Planning & Organizing (Level 3)	Risk Management (Level 4)	I'	Resource Management (Level 3)
Planning & Organizing (Level 2)	 Understanding of Network (LAN, 			• Analytical Thinking (Level 4)	Stress Management (Level 3)		Risk Management (Level 2)
Networks (LAN & WAN):	WAN etc.) (Intermediate)	at t		Understanding of Network (LAN,	Initiative (Level 3)		Team Leadership (Level 4)
Knowledge and ability to	Knowledge of SAN storage and	/r		WAN etc.)(Intermediate)			Change Leadership (Level 3)
implement the methods, practices	Blade server management			Knowledge of SAN storage and	Planning & Organizing (Level 2)	I	Vision & Strategic Direction (Level
and policies to maintain LAN and	(Intermediate)			Blade server management	Networks (LAN & WAN):	1	(2)
WAN Network (Level 3)	 Programming & Application 			(Intermediate)	Knowledge and ability to	i	ı-' I
Infrastructure / Server	Development Knowledge			Programming & Application	implement the methods, practices	;	:
Management: Knowledge and	(Advanced)			Development Knowledge	and policies to maintain LAN and	ì	i
ability to support the enterprise	 Database Management 	Report and Workflow, Fast	Infrastructure / Server	(Intermediate)	WAN Network (Advanced)	į	!
computing infrastructure	Knowledge (Intermediate)	Formula and custom module	Management: Knowledge and	Database Management	Infrastructure / Server	ì	i
(Enterprise server, storage devices			ability to support the enterprise	Knowledge (Advanced)	Management: Knowledge and	į	
and system management) (Level 2)			computing infrastructure	i	ability to support the enterprise	İ	İ
SMSA Applications Knowledge:		modular programming is essential	(Enterprise server, storage devices	į	computing infrastructure	į	
Ability to install, trouble shoot &		(Advanced)	and system management)	İ	(Enterprise server, storage devices	İ	Ï
integrate the Applications to			(Advanced)	! !	and system management)	:	i !
external system (Level 3)		Knowledge (Intermediate)	SMSA Applications Knowledge:	ĺ	(Advanced)	İ	ĺ
Service Management & Desktop		1 1	Ability to install, trouble and	! !	IT Project Management :	:	i !
Support: Ability to provide			integrate SMSA Applications to	I	Knowledge and ability to apply	I	I
Windows / Desktop Support and		1 1	external systems (Advanced)	1	formal project management	:	1 1
Troubleshooting (Level 4)		l	Service Management & Desktop	1	principles and practices during the	Ī	l

Training

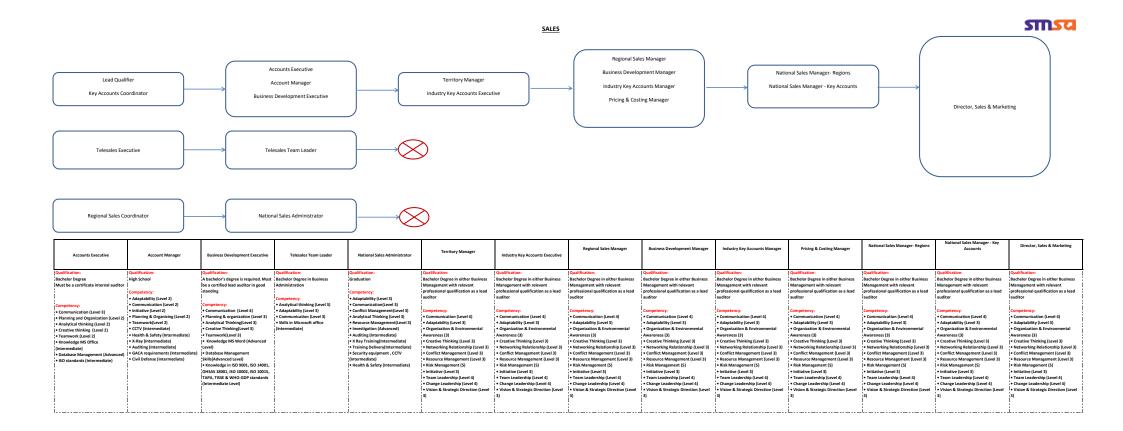


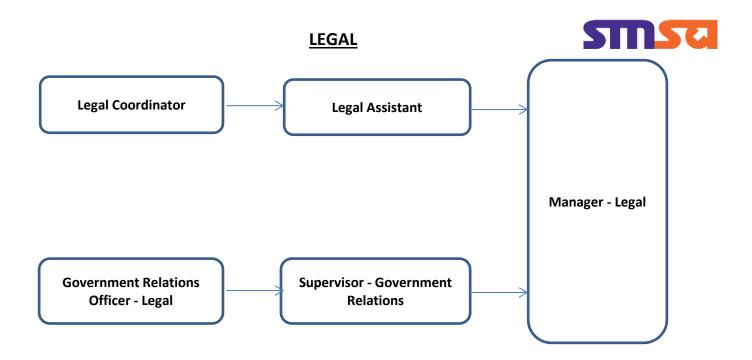


Asst.Training Specialist	Performance Management Specialist	Training Specialist	Manager - Training & Development	Director - HR and Admin
*Bachelor Degree Essential Competency: Adaptability (Level 2) Communication (Level 3) Organizational and Environmental Awareness (Level 3) Creative Thinking (Level 3) Networking / Relationship Building (Level 4) Resource Management (Level 2) Risk Management (Level 2)	Qualification: Bachelor Degree Essential Competency: Stress management- (Level 3) Adaptability- (Level 3) Communication - (Level 3) Teamwork - (Level 3) Planning & Organizing- (Level 3) Influence- (Level 3) Presentation Skills- (Advanced) MS Office- (Advanced)	1	Qualification: Bachelors (Minimum) Masters (Preferable) Competency: Adaptability (Level 4) Organizational and Environmental Awareness (Level 4) Creative Thinking (Level 4) Networking / Relationship Building (Level 5) Resource Management (Level 5) Resource Management (Level 4) Stress Management (Level 4) Influence (Level 4) Initiative (Level 4) Planning & Organizing (Level 4) Planning & Organizing (Level 4) Analytical Thinking (Level 4) Communication (Level 4) Presentation Skills (Advanced) Computer Knowledge (Intermediate)	Qualification: Bachelor Degree in either Business Management. Bachelor Degree (Minimum) Masters in Business Administration in HR or CIPD, SPHR, GPHR or related certifications (Preferable) Competency: Adaptability (Level 3) Communication (Level 3) Corganizational & Environmental Awareness (Level 3) Conflict Management (Level 3) Risk Management (Level 3) Risk Management (Level 2) Team Leadership (Level 4) Change Leadership (Level 3) Kinowledge of local labor laws and other relevant rules and regulations (Advanced) Arabic (Advanced) English (Intermediate)



Recruitment Coordinator	Employee Affairs Executive	Employee Archives Officer	Government Relations Officer - HR	Personnel Specialist	Recruitment Officer	Officer - HRMS	Supervisor - Recruitment	Regional Supervisor - HR	Supervisor - HRMS	Manager - Personnel	Manager - SMSA HRMS	Director - HR and Admin
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
Bachelor Degree in either	Bachelor Degree in either	Secondary School	Minimum high school	Bachelor degree in Human	Bachelor degree in Human	Bachelor Degree in either	Bachelor degree in Human	Bachelor degree in Human	Bachelor degree in Human	Bachelor degree in Human	Bachelor Degree in either	Bachelor Degree in either
Business Management or	Business Management or	Certificate as a minimum.	diploma or equivalent.	Resources Management or	Resources Management or	Business Management or	Resources Management or	Resources Management or	Resources Management or	Resources Management or	Business Management.	Business Management.
equivalent.	equivalent.			Business Administration or	Business Administration or	equivalent.	Business Administration or	Business Administration or	Business Administration or	Business Administration or	Bachelor Degree (Minimum)	Bachelor Degree (Minimum)
	!		Į.	any related discipline.	any related discipline.	ļ. i	any related discipline.	any related discipline.	any related discipline.	any related discipline.	Masters in Business	Masters in Business
· ·					•	į	i '	1			Administration in HR or	Administration in HR or
		Competency:	Competency:	ļ.	!	<u> </u>	!	!	!	ļ.	CIPD, SPHR, GPHR or related	CIPD, SPHR, GPHR or related
		Adaptability (Level 1)	Communication skills			Competency:					certifications (Preferable)	certifications (Preferable)
			(Level 3)			Adaptability (Level 3)	Competency:	Competency:	Competency:	Competency:		
			English (Intermediate)			Creative Thinking (Level 2)	Adaptability (Level 4)			Adaptability (Level 4)	:	:
		Building (Level 1)			Communication (Level 5)	Networking / Relationship	Communication (Level 5)			Creative Thinking (Level 4)	ļ	!
					Organizational and		Organizational and			Networking / Relationship	i	Competency:
		Team Leadership (Level 1)	MS Office (Advanced)		Environmental Awareness	Resource Management	Environmental Awareness	Environmental Awareness	Environmental Awareness	Building (Level 5)		Adaptability (Level 3)
		Teamwork (Level 2)	1		(Level 4)		(Level 4)					Communication (Level 3)
		Computer Skills	1		Creative Thinking (Level 5)			Creative Thinking (Level 5)	Creative Thinking (Level 5)		Communication (Level 3)	Organizational &
Planning & Organizing(Level	Planning & Organizing(Level	(Intermediate)	i .		Networking / Relationship	Planning & Organizing(Level	Networking / Relationship					Environmental Awareness
2)	, ,	Job Knowledge	:		Building (Level 3)	(2)	Building (Level 3)		Building (Level 3)		Environmental Awareness	(Level 3)
		(Intermediate)	i			Decision Making (Level 2)				Team Leadership (Level 4)	(Level 3)	• Creative Thinking (Level 3)
	Computer Knowledge			Teamwork (Level 4)		Computer Knowledge	(Level 4)	(Level 4)	(Level 4)	Planning & Organizing (Level	Creative Thinking (Level 3)	Conflict Management
	(Advanced)		i		Risk Management (Level 3)			Risk Management (Level 3)	Risk Management (Level 3)	4)	Conflict Management	(Level 3)
Managing Skills (Advanced)	Managing Skills (Advanced)				Initiative (Level 4)	Managing Skills (Advanced)	Initiative (Level 4)	Initiative (Level 4)	Initiative (Level 4)	Decision Making (Level 4)	(Level 3)	Resource Management
i	İ		i	(Advanced)	Planning & Organizing (Level	i	Planning & Organizing (Level	Planning & Organizing (Level	Planning & Organizing (Level	Job Knowledge (Advanced)	Resource Management	(Level 3)
			į	Managing Skills (Advanced)	5)	į	5)	5)	5)	Managing Skills (Advanced)		• Risk Management (Level 2)
i	İ		i		Decision Making (Level 3)		Decision Making (Level 3)	Decision Making (Level 3)	Decision Making (Level 3)	İ		• Team Leadership (Level 4)
					Analytical Thinking (Level 3)	•	Analytical Thinking (Level 3)	. ,	Analytical Thinking (Level 3)		• Team Leadership (Level 4)	
İ	ĺ		İ	İ	Teamwork (Level 4)	ĺ	Teamwork (Level 4)		Teamwork (Level 4)	İ	 Change Leadership (Level 3) 	
	:		;	;	Presentation Skills	:	Presentation Skills		Presentation Skills		Vision & Strategic Direction	
j	l		1	1	(Advanced)	l		(Advanced)	(Advanced)			 Knowledge of local labor
			1	1	Computer Knowledge	:	,	Computer Knowledge	Computer Knowledge			laws and other relevant rule
İ	l		1	1	(Intermediate)	l	(Intermediate)	(Intermediate)	(Intermediate)	1	laws and other relevant rules	and regulations (Advanced)
	! !		:	:	Industry Knowledge		Industry Knowledge	Industry Knowledge	Industry Knowledge	:	and regulations (Advanced)	 Arabic (Advanced)
	I		1	1	(Intermediate)	I	(Intermediate)	(Intermediate)	(Intermediate)	1		 English (Intermediate)
:	:		!	!	!	!	!		!	!	English (Intermediate)	 Strong negotiation skills





Legal Assistant	Supervisor - Government Relations	Manager - Legal
Qualification:	Qualification:	Qualification:
Bachelor Degree in Law	 Bachelor or equivalent. 	Bachelor Degree in Law
	i	
Competency:	Competency:	Competency:
• Decision Making (Level 3)	• Communication skills (Level 3)	• Influence (Level 4)
• Communication (Level 3)	Adaptability (Level 2)	Networking / Relationship building
Organizational & Environmental	• Initiative (Level 2)	(Level 4)
awareness (Level3)	• Continuous Learning (Level 2)	• Stress management (Level 4)
• Planning & Organizing (Level 2)	i	Planning & Organizing (Level 4)



Internal Audit



Senior Manager - Internal Audit

Qualification:

- •Minimum Bachelor degree in Accounting, Finance, Business Administration or related field.
- Audit or related field professional certifications

(CIA,CPA,ACCA,CA,CISA,CICA, CRISC,CRMA,CMA,CIMA,CFA,CMIIA, etc),are

highly recommended

Competency:

Stress Management (Level 4)

Initiative (Level 4)

Team Leadership (Level 4)

Change Leadership (Level 4)

Planning & Organizing (Level 4)

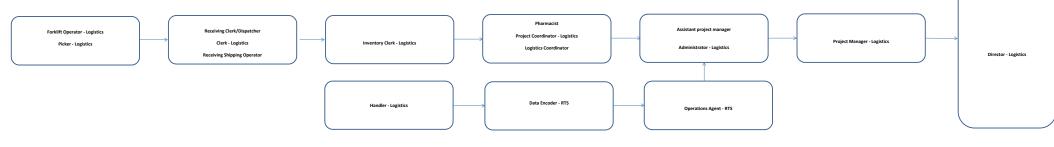
Decision making (Level 4)

Vision & Strategic Direction (Level 4)

					<u>OPERATIONS</u>					
Counter - Na.h Counte	Courte - Installment Courter - Cold Chair Services Courter - Cold Chair Services Courter - Cold Chair Services Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Cold Chair Courter - Courter Courter Courter - Courter Courter - Courter Courter - Co	One more Agent Consense Confidence Deputies—Pearly Enter Confidence Confidence—Pearly Enter Confidence Confidence—Pearly	Super Super Trans	Monitorinaria (Companiona) Monitorinaria (Companiona) Monitorinaria (Companiona) Monitorinaria (Companiona) Monitorinaria (Companiona) Monitorinaria (Companiona) Monitorinaria (Monitorina) Mo	Manager - Fleet Manager - Robe & Unshald Manager - Robert Manager - Transportation Manager - Transportation People Manager - Transportation Region of Manager - California Regiond Manager - California	Bullean Drudigmant I Manager-Galesson - Manager-Gardinar-Inte Regional Manager-Inter		Manager Operations - Government Sector National Manager: This Students Manager: The Committee of Manager - Sect Operations	Director - Operations	
Clerk - Healthcare Qualification:	Courier - Cold Chain Services Qualification:	Courier - Deferred Qualification:	Courier - Healthcare	Courier - LMX Qualification:	Courier - Priority - ECP Qualification:	Courier - RSC Qualification:	Courier - RSC - LMX Qualification:	Courier – SDC Qualification:	Courier - Vacation Qualification:]
Qualification: • Secondary (Minimum) Callege (Preferable)	Qualification: - Secondary (Minimum) Cullege (Preferable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Qualification: • Secondary (Minimum) College (Preferable) • Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Qualification: • Secondary (Minimum) Codege (Portenzible) Valid Driver's License - Mater / Truck Knowledge of Safe	Qualification: - Secondary (Missimum) Cullege (Professible) Valid Driver's Cicesse - Masor / Truck Knowledge of Safe Driving	Qualification: * Secondary (Minimum) College (Preferable) ** Valid Driver's ticense - Mostor / Truck Knowledge of Safe Driving	Qualification • Secondary (Minimum) College (Preferable) Yalid Driver's License - Motor / Truck Knowledge of Safe Driving	Qualification: * Secondary (Minimum) Callege (Preferable) Valid Delen's License - Mator / Truck Knowledge of Safe	High School (Minimum) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Coalification * Secondary (Minimum) College (Profestable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	
Competency: - Adaptability (Level 2) - Communication (Level 3)	1_		arming .		1	;	Driving	1.	i.	
Competency: * Adaptability (Level 2) * Adaptability (Level 2) * Communication (Level 1) * Inflammo(Level 1) * Inflammo(Level 1) * Teammork(Level 1) * Teammork(Level 1)	- Adaptability (Level 2) - Midative (Level 3) - Teamwork (Level 1)	Competency: • Adaptability (Level 2) • Initiative (Level 3) • Teamwork (Level 1)	Adoptability (Level 2) Adoptability (Level 2) Transwork (Level 3)	Competency: - Adaptability (Level 2) - Indistrive (Level 3) - Teamwork (Level 1)	Competency: • Adaptability (Level 2) • Initiative (Level 3) • Teamwork (Level 1)	Competency: • Adoptability (Level 2) • Initiative (Level 3) • Teamwork (Level 3)	Competency: Adaptability (Level 2) Initiative (Level 3) Transacti (Level 1)	- Adaptability (Level 2) - Adaptability (Level 2) - Street management (Level 2) - Statemack (Level 2) - Inkintive (Level 2)	Competency: • Adoptability (Level 2) • Initiation (Level 3) • Teatmock (Level 1)	
	- manageri (LAMEL 1)	- manuscrit (SWIE 1)	- management (1994)	- resembles (Seed 1)	- reasonated (LEVIEL 1)	- resembles (Sept. 2)	- reasonated (Little I)	- manager (AMM 2)	* Teamwork (Level 1)	!
Courier Priority - LHL	Courier SOC - LHL	Courier SOC - Vacation	Data Secoder - Healthcare	Data Encoder - Halb	Data Encoder - SDC	Heavy Duty Driver - Combined	Heavy Duty Driver - Deferred	Heavy Duty Driver - Priority	Senior Handler - Gateway	j
Conflication: - Secondary (Minimum) College (Preferable) Italia Driver's License - Motor / Truck Knowledge of Safe	Qualification: • High School (Minimum) Valid Driver's License - Motor / Truck Knowledge of Safe	Qualification: - High School (Minimum) - Valid Driver's License - Motor / Truck Knowledge of Sale	Secondary (Minimum) Codege (Preferable)	Qualification: + Secondary (Minimum) Cuilege (Proferable)	Qualification: • High School [Minimum]	Countination: - Secondary (Minimum) College (Profesable) Yalid Driver's License - Motor / Truck Knowledge of Safe Driving	Custification: • Secondary (Minimum) Custage (Preferable)	Culification: * Secondary (Minimum) Culinge (Profession)	Cycalification: *Secondary (Preferable)	
Valid Driver's License - Mutar / Truck Knowledge of Safe Driving	Competency:	Driving Competency:	Сопримену	Competency	Competency: - Adaptability (Level 2) - Communication (Level 2) - Tearmonic (Level 2) - Initiative (Level 2)		Valid Driver's License - Mutor / Truck Knowledge of Safe Driving	Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Competency: • Teamwork (Level-2) • Adaptability (Level-2)	
Compressive (Level 2) * Initiative (Level 2) * Trianswork (Level 3)	Competency: - Adaptability (Level 2) - Stress management (Level 2) - Teamwork (Level 2) - Indistrice (Level 2)	Competency: Stress management (Level 2) Fastment (Level 2) Fastment (Level 2) strict mining (Level 2)	Teamwork (Level 2)	- Teamwork (Level 2)	Teamwork (Level 2) Initiative (Level 2)	Competency: • Adaptability (Level 2) • Initiative (Level 3) • Teatmuck (Level 3)	Compressor • Adaptability (Level 2) • Initiative (Level 3) • Transmotk (Level 1)	Competency: - Adaptability (Level 2) - Indistrice (Level 3) - Tearmonic (Level 3)		
+ Teamwork (Level 1)	+ Initiative (Level 2)	* Initiative (Level 2)	i	i	i	+ Teamwork (sevel 1)	+ Transack (Level 1)	* Teamwork (Level 1)	L	İ
Senior Handler - Hub - Combined	Georgece Agent	Clearance Coordinator	Coordinator - SDC	Dispatcher - Priority	Suport Coordinator - Supress	Fleet Coordinator	Operations - Associate	Operations Agent – Gateway	Operations Agent - Hub & Linehaul	Operations Agent - LMX
Qualification: • Elementary Secondary	Qualification: • Secondary (Minimum) Cullege (Profession)	Qualification: • Secondary (Minimum) College (Iveferable)	Qualification • Minimum High School Diploma based on experience. Freferred Bachelor Degree.	• Secondary (Minimum) Cullege (Profesable)	Qualification: • Bachelon's Degree holder	Qualification: - Secondary (Minimum) College (Proferable) Valid Driver's License - Matter / Truck Knowledge of Safe Driving	• Secondary (Minimum) College (Profesable)	Qualification: • Secondary (Minimum) Callege (Profesable)	Qualification • Secondary (Minimum) Cullege (Profesable)	• Bachelor Degree or equivalent
	Competency: • Street management (Level 2) • Mritative (Level 3)	Competency: Stress management (Level 2) Initiative (Level 2)	1	Competence	Competency: • Decision Making Survey 2*	Valid Driver's License - Mutar / Truck Knowledge of Safe Driving		Competency		Competency:
• Teamwork (Level 2)	+ tritiative (Level X)	- Initiative (Level 3)	- Adaptability (Level 2) - Seam Work (Level 2) - Communications (Level 2) - Initiative (Level 2)	Adaptability (Level II) Conflict Management (Level II) Resource Management (Level II)	Competency: • Decision Matking (Level 1) • Adaptability (Level 1) • Rossmooth (Level 1) • Communications (Level 2) • Constraint (Level 3)	Competency:	Competency: • Resource Management (Level 2) • Stress Management (Level 2) • Initiative (Level 1) • Transmock (Level 2)	Street Management (Level 2) Initiative (Level 2) Teamwork (Level 2)	Competency: - Resource Stanagement (Level 2) - Street Management (Level 2) - Initiative (Level 3) - Teamwork (Level 2)	Resource Management (sevel 2) Street Management (sevel 2) Initiative (sevel 2) Teamwork (sevel 2)
				Competency: - Adaptability (Level II) - Cooffict Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Transverti (Level II) - Transverti (Level II)	Creative thinking (Level II)	Record Management – (Level 3) Initiative – (Level 3) Teamwork – (Level 2)				- reasonant (LANS 2)
Operations Agent – SDC Qualification: • Secondary Infiniteums, Codean (Profesable)	Operations Agent – Station Qualification:	Overgoods - Agent Qualification:	Project Coordinator - Healthcare Confication: Associate (Missiones)	Project Coordinator – Operations Qualification	Regional Administrator – Station Qualification: a Secondary Differential	Sorter Qualification:	Serter - LMX Qualification:	Store2Door Coordinator Qualification: * BA in Business or Saulvalent	Supplies Coordinator Qualification: Missonadore (Missioner)	<u> </u>
	Secondary (Minimum) College (Preferable)	Secondary (Minimum) College (Preferable)	+Secondary (Minimum) College (Preferred)	1	Secondary (Minimum) College (Preferable)	+ Secondary (Minimum) College (Profesable)	+ Secondary (Minimum) Callege (Preferable)	i	viscondary (Minimum) College (Preferable)	
Companies; - Networking/Relationship building (Level 2) - Years Leadership (Level 2) - Yearsmork (Level 2) - Yearsmork (Level 2) - Staron Management (Level 2) - Communication (Level 2) - Communication (Level 2)	Competency: • Resource Management (Level 2)	Competency:	Competency: • Adaptability (Level 2)	Computercy: - Communication - Level 6 - Indicative - Level 3 - Planning and Organising- Level 6 - Trainwoods- Level 2 - Influence - Level 2	Competency: • Resource Management (Level 2)	Competency:	Competency:	Compensate (Jewil 2) - Adaptablity (Jewil 2) - Communications (Jewil 3) - Meteraching Relationship (Level 1) - Meteraching Relationship (Level 2) - Milliance(Jewil 1) - Milliance(Jewil 1) - Teamwork(Level 1)	Competency: • Resource Management (Level 2)	
Strecc Management (Level 2) Communication (Level 2) Decision Making (Level 2)	Computercy: - Resource Management (Level 2) - Schess Management (Level 2) - Initiative (Level 2) - Teamwork (Level 2)	Recource Management (Level 2) Stress Management (Level 2) Initiative (Level 2) Teamwork (Level 2)	Compatency • Adaptability (Level 2) • Communication (Level 1) • Influence(Level 1) • Initiative(Level 1)	Transvork-Level 2 Influence - Level 2	Comparancy * Resource Management (Level 2) - Stress Management (Level 2) - Initiative (Level 3) - Reamont (Level 3) - Communication (Level 3)	Adaptability (Level 2) Mitation (Level 3) Teamwork (Level 1)	Adaptability (Lovel 2) Initiative (Lovel 3) Transverk (Lovel 1)	Stress Management (Level 2) Influence(Level 1) Initiative(Level 1)	Competency: *Resource Management (Level 2) *Street Management (Level 2) *Initiative (Level 3) *Teamwork (Level 2)	İ
	1	* Teamwork (Level 2)	* Teamwork(Level 1)	i	+ Communication (Level II)	L	1	* Teamwork(Level 1)		İ
Team Leader - SDC Dispatch	Team Leader - SDC Operations	Yearn Leader – Deferred	Translation Executive - Customs	UTL - Agent	Flort Mininistrator	National Administrator - Operations	National Coordinator - Operations	Project Administrator – Healthcare	Service Assurance Specialist – Healthcare]
Qualification: • High School (Minimum), Diploma (Preferable)	Qualification: - Secondary (Minimum), College (Proferable)	Qualification: - High School (min), Digituma (Preferable)	Qualification: • Bachelor Degree in translation studies.	Qualification: • High School	Qualification: • College Graduate (Preferred / Minimum)	Qualification • Bachelors Degree in Business Administration or Diploma	Cyalification: • Rachelors Degree in Business Administration or Diploma	Qualification: * Secondary (Minimum) Gailege (Preferred)	Qualification: • College (Preferable / minimum)	
Competency:	Competency: • Conflict Management (Level 2)	Competency:	Competency:	Competency: • Story, management (Level 2)	Competency:				Competency: • Organizational & Environmental Awareness (Level S)	
Communication (Level 1) Teamwork (Level 2) mitiative (Level 2)	Conflict Management (Level 2) Decision Making (Level) Communication (Level 2) Teamwork (Level 2) Initiative (Level 2)	Competency: - Adaptability (Level 1) - Communication (Level 1) - Teammont (Level 1) - Initiative (Level 2)	Communication Skills (Level 3)	- Stress management (Level 2) - Initiative (Level 3)	Completency • Sommont (Level 2) • Initiative (Level 2) • Resource Management (Level 2) • Decision Making (Level 2) • Planning & Organizing (Level 2)	Competency: • Adaptability (Level 2) • Communication (Level 1)	Competency: • Adaptability (Level 2) • Communication (Level 1)	Competency: • Organizational & Environmental Awareness (Level 6) • Communication (Level 6) • Teamwork (Level 1) • Analytical Thinking (Level 6)	Competency: - Organizational & Environmental Awareness (Level S) - Planning and Organizing (Level 4) - Analytical Thinking (Level 5) - Communication (Level 6)	
	Teamwork (Level 2) Initiative (Level 2)	• Initiative (Level 2)			Decision Making (Level 2) Planning & Organizing (Level 2)	Networking Relationship (Level 1) Stress Management (Level 2) Influence/Level 3)	Comparison; - Adaptability (Level 2) - Communication (Level 1) - Stocco Management (Level 2) - Stocco Management (Level 2) - Stocco Management (Level 2) - Stocco Management (Level 2) - Stocco Management (Level 2)	Teamwork (Level 2) Analytical Thinking (Level 4)		ĺ
	<u> </u>		<u> </u>	<u> </u>		Competency: - Adaptable[sy (seed 3) - Communication (seed 1) - Stream (seed 1) - Stream (seed 1) - Stream (seed 1) - Stream (seed 1) - Stream (seed 1) - Stream (seed 1) - Tream (seed 1) - Tream (seed 1)	+ Initiative(Level 1) + Teamwork(Level 1)	<u>L</u>	<u> </u>	
Supervisor - Deferred	Supervisor - Gateway	Supervisor - Hub & Linehaul	Supervisor - Operations LMX	Supervisor - Station	Service Assurance Specialist	Service Assurance Specialist - E-Commerce	Service Assurance Specialist – SDC	Supervisor - Dispatch SDC	Supervisor - Firet	Supervisor – Healthcare
Supervisor - Deterred Qualification: • Secondary (Minimum)	Supervisor – Gataway Qualification: - Secondary (Minimum) Cullege (Poletrivad) Valid Driver's License - Motor / Truck Knowledge of Safe	Supervisor - Hub & Linebaut Coulfication - Secondary (Minimum) College (Preferable) Valid Driver's Lineba - Motor / Truck Knowledge of Safe		Supervisor – Station Qualification - Succedary (Minimum) College (Frefenable) void (Freinable) void (Freinable)	Service Assurance Specialist Qualification: • College (Preferable / minimum)	Service Assurance Specialist - E-Commerce - College (Profesable / minimum)	Aeroce Assurance Specialist – SDC Qualification: • Secondary (Minimum), Callege (Preferable)	Supervisor - Depatch SDC Qualification: • Secondary (Minimum), College (Preferred)	Supervisor – Fleet Qualification *Secondary (Minimum) College (Preferable) Salid Driver's License - Motor / Truck Knowledge of Sale	
College (Preferable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Callege (Professed) Valid Driver's Ucesse - Motor / Truck Knowledge of Safe Driving	College (Preferable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Qualification: • Secondary (Minimum) College (Preferable) Yalid Driver's License - Mater / Truck Knowledge of Safe Orking	College (Profesable) Valid Driver's ticease - Mutor / Truck Knowledge of Safe Driving		i	Yalid Driver's License - Mator / Truck Knowledge of Safe Orleing	Valid Driver's License - Motor Knowledge of Safe Driving	College (Preferable) Statid Driver's License - Motor / Truck Enowiedge of Safe Driving	Spatication -Secondary (Minimum) Callege (Profesable) Valid Driver's License - Masor / Truck Knowledge of S Driving
Competency: • Creative Thinking Revel 2*					Adaptability (Level 6) Creative Thinking (Level 6) Creative Measurement (Level 4)	Creative Thinking (Level 4) Stress Management (Level 8) Initiative (Level 8)		Competency:		
Caeffict Management (Level II) Resource Management (Level II)	Coative Thinking (Level II) Resource Management (Level I)	Creative Thinking (Level 2) Conflict Management (Level 2)	Creative Thinking (sevel 2) Conflict Management (sevel 2)	Condice Thinking (Level 2) Conflict Management (Level 2)	Compartment, - Adaptashing (Level of - Construct Timining (Level of - Construct Timining (Level of - Street Management (Level of - Internation (Level of - Change Leadership (Level of - Planning & Organizing (Level of - Planning & Organizing (Level of - Stammond (Level of - Sta	Competency: - Adaptability (Level 4) - Creative Thinking (Level 4) - Streat Manageness (Level 3) - Initiative (Level 3) - Initiative (Level 3) - Change Landerling (Level 4) - Pittening & Organizing (Level 3) - Tansmooth (Level 4)	Stress Management (Level 2) Creative Thinking (Level 2)	Computency: - Constitut Phinking (Level I) - Confilm Management (Level I) - South Management (Level II) - Street Management (Level II) - Street Management (Level II) - Street Management (Level II) - Street Management (Level II)	Creative Thinking (Level II) Cooffict Management (Level II)	Comprescy: - Organizational & Environmental Awareness (Level- - Yearn Leadership (Level 4) - Resource Management (Level 3) - Networking / Relationship Building (Level 3)
Companency - Crastler Management [avel 2] - Conflict Management [avel 2] - Resounce Management [avel 2] - Resounce Management [avel 2] - Ristlerine (Level 2] - Transmorth [avel 2]	Comprehence: - Constitute Thinkling (Level 2) - Resource Management (Level 2) - Rosent Management (Level 2) - Initiative (Level 2) - Initiative (Level 2) - Shan Lodership (Level 2) - Shan Lodership (Level 2)	Compartency - Consilve Thinking (Level I) - Conflict Management (Level II) - Roccurc Management (Level II) - Kross Management(Level II) - White Management(Level II) - White Management (Level II) - White Management (Level II)	Computercy: - Crazilor Thinking (level II) - Conflict Management (level II) - Street Management (level II) - Street Management (level II) - Street Management (level II) - Street Management (level II) - Street Management (level II)	Computation: - Consider Shinking (Level 3) - Conflict Management (Level 3) - Street Management (Level 3) - Street Management (Level 3) - Indicative (Level 3) - Transmooth (Level 3)	- running & Organizing (sevel 2) - Teamwork (Level 4)		Street Management (Level 2) Creative Thinking (Level 2) Conditive Thinking (Level 2) Conditix Management (Level 2) Change Leadwribip (Level 2) Initiative (Level 3)	- xveschtanagement (Level II) - tritiative (Level II) - Teamwork (Level II)	Competency: - Creative Ministing (Level II) - Coeffict Management (Level II) - Resource Management (Level II) - Street Management (Level II) - Initiative (Level II) - Teamwork (Level II) - Teamwork (Level II)	Networking / Relationship Building (Level 3)
	* Team work (Level II)	* Teamwork(seed 2)	** Teamwork (Level 2)	* Teamwork (Level 2)	i	i	.i	i	* Teamwork (Level 2)	i
Supervisor - SOC Operations	Supervisor - Clearance	Transportation Security	Industrial Engineer	Manager - Fleet	Manager - Hub & Linehaul	Manager – Station	Manager - Station LMX	Manager - Transportation	Project Management Associate	j
Qualification: • Secondary (Minimum), College (Pveferable) valid Driver's License - Mutter / Truck Knowledge of Safe	Qualification: + Secondary (Minimum) Callege (Preferred)	Qualification: - Secondary (Minimum) College (Preferable)	Cultification • Cultinge Degree in Engineering (Minimum) College Degree in Industrial Engineering (Professed)	Qualification: - Cullege (Minimum) - Wild Driver's Lizense - Motor / Truck Knowledge of Safe Driving	Qualification: College (Minimum) Valid Eviver's License - Mocor / Truck Knowledge of Safe Oriving	coeffication: - College (Minimum) - Valid Driver's License - Mutar / Truck Enousledge of Safe Driving	Bachelor Degree or equisalent	Outflication: College (Minimum) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Qualification * Secondary (Minimum) College (Preferable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	
Driving	Vand Driver's License - Motor / Truck Knowledge of Safe Driving	 Valid Driver's License - Motor / Truck Knowledge of Safe Driving 		i	i	i	Competency: - Conflict Management (Level II)	: "	sond Driver's License - Motor / Truck Knowledge of Safe Driving	
Competency:	Competency:		Competency: - Creative Thinking (sevel 4) - Street Management (sevel 3)	Competency: • Resource Management (Level 3) • Street Management (Level 3)	Competency: • Conflict Management (Level 2) • Recovery Management (Level 3)	Competency: • Coeffict Management (Level II) • Resource Management (Level II)	Resource Management (Level II) Stress Management (Level II) Assistation (Level II)	Conflict Management (Level II) Resource Management (Level II) Stores Management Level II)	Competency: • Organizational & Environmental Awareness (Level 5) • Planning and Organizing (Level 6)	
Competency: - Crastlev Thinking (Level X) - Conflict Management (Level X) - Street Management (Level X) - Street Management (Level X) - Street Management (Level X) - Street Management (Level X)	Resource Management (Level 2) Stress Management (Level 2)	Creative Thinking (Level 2) Conflict Management (Level 2)	• Influence (Level I) • Initiative (Level I)	Comparising: ** Resource Management (Level II) **Stook Management (Level II) **Stook Management (Level II) **Flam Loadership (Level II) **Plaming & Organizing (Level II) **Conciden making (Level II) **Team work (Level II)	Stress Management (Level II) Initiative (Level II)	• Stress Management (Level II) • Initiative (Level II)	Tram Leadership (Level 4) Change Leadership (Level 2)	* Initiative (Level II) * Team Leadership (Level 4) * Channe Leadership (Level 4)	Organizational & Environmental Awareness (Level S) Prisoning and Organizing (Level 6) Hailation (Level 6) Hailation (Level 6) Network Management (Level 6) Networking / Relationship Building (Level 6)	
• Street Management (Level 2) • Initiative (Level 2) • Teamwork (Level 2)	Comprehence: - Coursilve Thinkling (Level 2) - Resource Management (Level 2) - Storest Management (Level 3) - Initiative (Level 2) - Initiative (Level 2) - Shan Loadership (Level 2) - Than much (Level 3)	Compartment Oracles Phinking (Level I) Condict Management (Level I) Stockers Management (Level II) Stockers Management (Level II) Stockers Management (Level II) Stockers Management (Level II) Stockers Management (Level II) Stockers Management (Level II) Stockers Management (Level II)	Company O Stative Thinking (sevel d) SETEM MANAGEMENT (sevel II) SETEM MANAGEMENT (sevel III) SETEMBLE (sevel III) SETEMBLE (sevel III) FRANCIS (sevel III) FRANCIS (sevel III) FRANCIS (sevel IIII) FRANCIS (sevel IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	Decision making (Level II) Team work (Level II)	r Team Leadership (Level II) - Change Leadership (Level II) - Planning (Level II)	Team Leadership (Level II) Change Leadership (Level II) Planning (Level II)	Compression - Conflict Management (Level II) - Resource Management (Level II) - Resource Management (Level III) - Stitut Management (Level III) - Stitut Management (Level III) - Stitut Management (Level III) - Stitut (Level III) - Change Lexel (Level III) - Oscillos Malaing (Level III) - Tamanus (Level III) - Tamanus (Level III)	Comparing: - Conflict Management (Level 1) - Resource Management (Level 1) - Resource Management (Level 1) - Stock Management (Level 1) - Solication (Level 1) - Solication (Level 1) - Change Luddership (Level 1) - Change Luddership (Level 2) - Change Luddership (Level 2) - Tournsmort (Level 4)	- necessary / Neutronomy Bustong (Level 4)	İ
	J	- Teamwork (Level 2)	- Team work (Level 3)	L	Compensor: - Conflict Management (Javel I) - Resource Management (Javel I) - Resource Management (Javel II) - Resource Management (Javel II) - Storat Management (Javel II) - Storat Management (Javel III) - Roma Leadership (Javel III) - Filmming (Javel III) - Taxamusafi (Javel III) - Taxamusafi (Javel III)	Compatible (Invest II) Resource Management (Invest II) Resource Management (Invest II) Resource Management (Invest III) Institute (Invest III) Institute (Invest III) Institute (Invest III) Photology (Invest III) Photology (Invest III) Processing (Invest III) Teammont (Invest III)	<u> </u>	* Teamwork (Level 6)	L	
Resignal Magazar - Fortunas	Buriness Development Manager - Marie*	Manager - fortunes	Manager Operations - TMV				National Manager - Stration	Manager - SNP Proceedings	Director - Assertions	1
Regional Manager - Gateway Qualification: • Secondary (Minimum)	Business Development Manager – Healthcare Qualification: • Bachelor of Science or Digloma in MCT or Bachelor of	Qualification: • Secondary (Minimum)	Manager Operations – LMX Qualification • Bachelor Degree or equivalent	Regional Manager - Northern Region Qualification *Secondary (Minimum)	Manager Operations - Government Sector Qualification: • Master's Degree in Business Administration	National Manager - Hub & Linehaul Confliction College (Minimum) Graduate Studies (Preferable)	National Manager - Station Confliction - College (Minimum) Graduate Studies (Freferable)	Manager - SDC Operations Qualification: • Bachelor Degree or equivalent	Director - Operations Qualification: *Graduate Studies (Freferable)	! !
Conflication: * Secondary (Minimum) Codage (Predictored) Valid Driver's License - Motor / Truck Knowledge of Safe Driver's License	Qualification: * Bachelor of Science or Diploma in MICT or Bachelor of Pharmacy-B Pharm. Valid Driver's License - Knowledge of Safe Driving	Qualification: • Secondary [Minimum] College (Preferred) Valid Driven's ticeese - Motor / Truck Knowledge of Safe Driving		Qualification: *Secondary (Minimum) College (Profesable) Valid Driver's License - Motor / Truck Knowledge of Safe Driving	Competency: - Decision Making Savel 6)	1	Graduate Studies (Preferable)		Competency: * Stress Management Servel SI	
	Competency:		Coeffict Management (Level II) Resource Management (Level II)		Competency: • Decision Marking (Level 4) • Influence (Level 4) • Adaptability (Level 4) • Adaptability (Level 8)	Competency: - Adaptability (Level 4)	Compressory	Conflict Management (Level II) Resource Management (Level II)	• Initiative (Level 5) • Team Leadership (Level 4)	İ
Competency: • Coeffict Management (Level II) • Resource Management (Level II)	Competency: - Organizational & Environmental Awareness (Level S) - Planning and Organizing (Level 4) - Initiative (Level 4) - Resource Management (Level 4) - Networking / Relationship Building (Level 4)	Competency: • Conflict Management (Level 2)	Stress Management (Level II) Initiative (Level II) Team Leadenthip (Level II)	competency: • Adaptability (Level II) • Conflict Management (Level II)	- magnitudity (Livet II)	Contict Management (Level 6) Stress Management (Level 6) Team Leadership(Level 6)	Assayssority (Level 4) Conflict Management (Level 4) Stress Management (Level 4)	Stress Management (Level II) Initiative (Level II) Team Leadership (Level II)	Competency: - Streat Management (lavel S) - Indicates (javel S) - Yaan Leadenship (lavel d) - Plannin Leadenship (lavel d) - Planning & Olganising (lavel d) - Planning & Olganising (lavel d) - Viction & Streategic Divection (lavel d)	İ
Compensory Conflict Management (Level II) Resource Management (Level II) Resource Management (Level II) Stress Management (Level II) Stress Management (Level II) Change Loadenbig (Level II) Change Loadenbig (Level II) Decision smaking (Level II) Decision smaking (Level II)	Resource Management (Level 4) Networking / Relationship Building (Level 4)	Companies (- Conflict Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Filament (Level II) - Filament (Level II) - Filament (Level II) - Filament (Level II)	Comparison (Lovel I) - Restance Management (Lovel I) - Restance Management (Lovel II) - Restance Management (Lovel II) - Indicates (Lovel II) - Indicates (Lovel II) - Change Assistancing (Lovel II) - Change Assistancing (Lovel II) - Teammant (Lovel II) - Teammant (Lovel II) - Teammant (Lovel II)	Competency: - Andapstability (Level II) - Conflict Management (Level II) - Street Management (Level II) - Street Management (Level II) - Street Management (Level II) - Street Management (Level II) - Trans Leadership (Level II) - Planning & Cognabiling (Level II) - Planning & Cognabiling (Level II) - Discision Malling (Level II)		Compassion; Adaptability (Level 4) Conflix Management (Level 4) Stress Management (Level 4) Yann Landenbig(Level 4) Yann Landenbig(Level 4) - Decision making (Level 4) - Decision making (Level 4)	Compense; • Adaptibility (Level d) • Candict Management (Level d) • Street Management (Level d) • Trans Ledderchylored d) • Trans Ledderchylored d) • Planning & Organising (Level d) • Dacision making (Level d)	Compensacy - Conflict Management (Level I) - Resource Management (Level II) - Resource Management (Level II) - Resource Management (Level II) - Indicative Sevel III) - Indicative Sevel III - Toman Landership (Level II) - Change Landership (Level II) - Change Landership (Level II) - Change Landership (Level III) - Change Landership (Level III) - Decision Maning (Level III) - Tomanuson (Level III)	Vision & Strategic Direction (Level 4)	
Change Leadership (Level 8) Planning & Crysnising (Level 8) Partition making II and H	1	Team Leadership (Level 4) Change Leadership (Level 4) Nitropius & Occanities (Level 4)	Teamwork (Level 4)	Team Leadership (Level 2) Change Leadership (Level 2) Manailea & Change Leadership (Level 2)		1		+ Teamwork (Level 4)		
Transwork (Level 4)	i	Decision making (Level 2)	i	Decision Making (Level I)	i	i	i	i	i	i



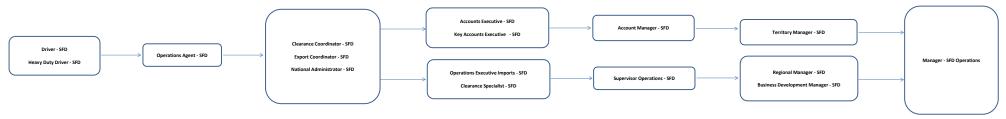
Logistics



Heavy Duty Driver - Logistics	Receiving Clerk/Dispatcher	Clerk - Logistics	Receiving Shipping Operator	Inventory Clerk - Logistics	Pharmacist II	Project Coordinator - Logistics	Logistics Coordinator	Data Encoder - RTS	Utility Executive - Logistics	Administrator - Logistics	Operations Agent - RTS	Assistant project manager	Project Manager - Logistics	Director - Logistics
Teamwork (Level 1)	Competency: Resource Management (Level 2) Stress Management (Level 2) Initiative (Level 2) Teamwork (Level 2) Communication (Level 3)	College (Preferable) Competency: Resource Management (Level 2) Stress Management (Level 2) Initiative (Level 2) Teamwork (Level 2)	Conflictation - Standard Topic (Section 2) -	Competency: Teamwork (Level 2) Communication (level 3) Resource Management (Level 2)	Gualfactation: * Much have a Degree in Pharmacy (B. Pharm) Communication - (Level 4) Risk management - (Level 3) * influence - (Level 3) * Teamwork- (Level 3) * Teamwork- (Level 4)	Teamwork- (Level 3)	Constitution: - Degree or Diploma in Project - Management Logistics - Competency: - Communication - (evel 4) - Initiative- (level 3) - Irritanies - (level 3) - Irritanies - (level 3) - Irritanies - (level 2)	Competency: • Teamwork (Level 2) • Communication (level 3)	Confliction: **Englenering Degree / Djoloma. Competency **Communication - Level 4 **Telanning and Organising - Level 4 **Influence - Level 3 **Influence - Level 3 **Influence - Level 4 **Influence - Level 3 **Telanning / Bustinsonskip bluiding Level 4 **Conflict Management - Level 4 **Decision Making Level 4 **Decision Making Level 4	Constitution College (Preferred) Companie Companie Serondary (Minimum) College (Preferred) Companie Serondary Serondary Serondary Serondary Serondary Serondary Serondary Teamwork (Level 2) Teamwork (Level 3)	(Preferable) Competency: RESIGNET Management (Level 2) * Stress Management (Level 2) * Initiative (Level 2) * Teamwork (Level 2) * Communication (level 3)	With product degree preferred, Specialization in their field of work. Competency: * Communication Level 4 * Harmonication Level 4 * Harmonication Level 3 * Harmonication Level 3 * Harmonication Level 3 * Harmonication Level 3 * Retworking Relationship building level 5 * Cognitication Relationship Security Conflict Management Level 5 * Cognitication Relation Re	With graduate degree preferred, Specialization in their field of work. Competency: - Conflict Management (Level 4) - Stress Management (Level 2) - Striss Management (Level 2) - Initiative (Level 3) - Team Leadership (Level 3) - Team Leadership (Level 3)	Condification: *dischelor Orgere MAR. (Preferable) Degree In Injuries (Preferable) Degree In Injuries (Preferable) *Stress Management (Level 5) *Town Leadership (Level 5) *Town Leadership (Level 4) *Parening & Organism (Level 4) *Vision & Strategic Direction (Level 4)

SMSA Freight

STILLS



Operations Agent - SFD	Clearance Coordinator - SFD ®	Export Coordinator - SFD ®	National Administrator - SFD ®	Accounts Executive - SFD	Key Accounts Executive - SFD	Operations Executive Imports - SFD	Clearance Specialist - SFD	Account Manager - SFD	Supervisor Operations - SFD	Territory Manager - SFD	Regional Manager - SFD	Business Development Manager - SFD	Manager - SFD Operations
Qualification: *Bachelor's Degree or Diploma	Qualification: • Bachelor's Degree or Diploma	Qualification: • Bachelor's Degree or Diploma	Qualification: •Bachelor's Degree or Diploma	Qualification: * Bachelor's Degree or Diploma	Qualification: • Bachelor's Degree or Diploma	Qualification: • Bachelor's Degree or Diploma	Qualification: Bachelor's Degree or Diploma	Qualification: • Bachelor's Degree	Qualification: • Bachelor's Degree	Qualification: • Bachelor's Degree	Qualification: • Bachelor's Degree	Qualification: Business Administration	Qualification: • Secondary School (Minimum)/College (Preferable)
Competency: * Networking/Relationship building (Level 2) * Team Leadership (Level 2) * Team Leadership (Level 2) * Team Leadership (Level 3) * Team Leadership (Level 3) * Adaptability (Level 2) * Adaptability (Level 2)	Continuous Learning (Level 2) Initiative (Level 3) Communication (Level 2)	Teamwork (Level 1) Communications (Level 2) Creative thinking (Level 3) Continuous Learning (Level 2)	Conflict Management (Level 3)	Decision Making-Level 2	Team Leadership (Level 2) Teamwork (Level 3) Communication (Level 2)	Team Leadership (Level 3) Teamwork (Level 3) Communication (Level 3)	Competency: * Networking/Relationship building (Level 2) * Team Leadership (Level 2) * Team Leadership (Level 2) * Team Leadership (Level 3) * Team Leadership (Level 3) * Decision Making (Level 3)	Team Leadership (Level 2) Teamwork (Level 2) Communication (Level 2)		Competency: * Network/Relationship building (Level 2) * Team Leadership (Level 2) * Team Leadership (Level 3) * Communication (Level 3) * Decision Making (Level 3)	Competency: **Networking/Relationship building (Level 3) **Team Leadership (Level 3) **Team Leadership (Level 3) **Communication (Level 2) **Decision Making (Level 3) **Creative Thinking (Level 3) **Creative Thinking (Level 3)	Competency: **Paranting and Organizing **Asswaring / Schallowship Building (tew) 41 **Resource Management (Lovet 4) **Designational and Environmental Awareness (Lovet 4) **Designational and Environmental Awareness (Lovet 4) **Designational and Environmental Awareness (Lovet 4) **Designational Awareness (Lovet 4)	Competency: Competency: Teamwork [Level 2] Adaptability [Level 2] intlinive (Level 2)

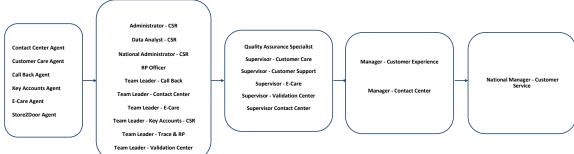
Corparate





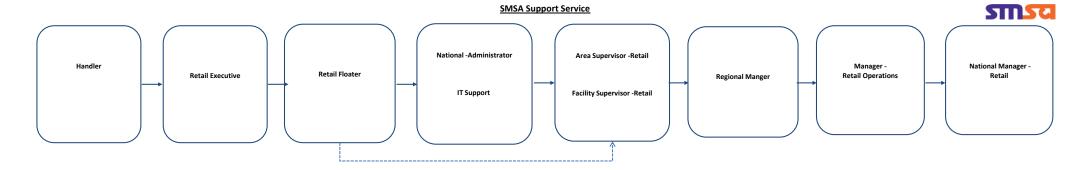
Manager - Strategic Investment	Director - Strategic Projects
Qualification: Bachelor's degree in finance, business, accounting or a related field preferred, MBA desired	Qualification: Bachelor's degree in finance, business, accounting or a related field preferred, MBA desired.
Competency: • Visioning & strategic Direction (Level 3) • Planning & Organizing (Level 3) • Risk Management (Level 4) • Teamwork (Level 3) • Networking/Relationship building (Level 4) • Analytical Thinking (Level 4)	Competency: • Visioning & strategic Direction (Level 3) • Planning & Organizing (Level 3) • Risk Management (Level 4) • Networking/Relationship building (Level 4) • Analytical Thinking (Level 4) • Adaptability (Level 3)

<u>Call Center</u>



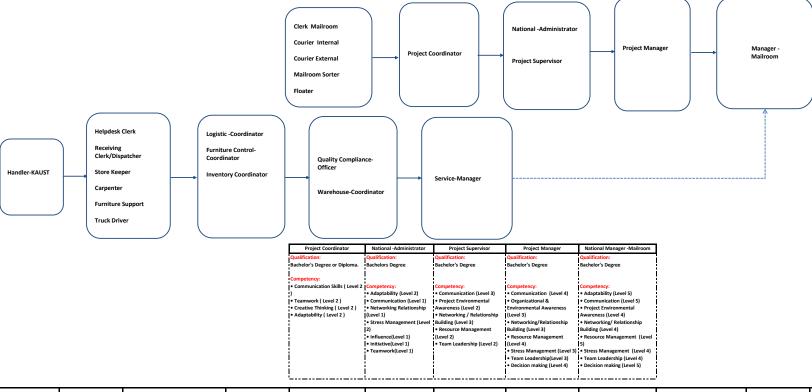
	Tean	Leader - Validation Center						
Data Analyst - CSR Clusification: High School (min), Diploma (Preferable), Bachelors (Preferable), Ba	National Administrator / Administrator - GR Qualification: GR Qualification: Secondary (Minimum) College (Preferable) Competency: Conflict Management (Level 4) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 4) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 3) Influence (Level 4) Influ	Competency: Conflict Management (Level 3) Communication (Level 3) Influence (Level 3) Team work (Level 2) All company systems (CORE, CISCO Unified. Et:) (Advanced) MS Office (Intermediate) English Proficiency (written and spoken) (Intermediate) Arabic Proficiency (Spoken) (Intermediate) (Intermediate)	Team Leader - Call Back Qualification: high School (min), Diploma (inveferable) Competency: Communication (Level 3) Planning (Level 1) instative (Level 3) All company systems (CORE, CISCO Unified. Etc.) (JACvanced) MS Office (Intermediate) Arable Proficiency (written and spoken) (Intermediate) Arable Proficiency (Spoken) (Intermediate)	Team Leader - Contact Center Qualification: high School (nin), Diploma (inversible Shool (nin), Dip	Team Leader - E-Care Qualification: high School (nini), Diploma (irreferable) Competency: Communication (Level 3) initiative (Level 3) Team leadenthip (Level 3) Team leadenthip (Level 3) Team leadenthip (Level 3) All company systems (CDE, CSCO Unified. Etc) (Jadvancel) MS Office (Intermediate) Arable Proficersy (porters and spoken) (Intermediate) (Intermediate)	Team Leader - Key Accounts - CSR Qualification: (Light School (Minimum) (Diploma (Preferred) Competency: - Communications (Level 2) - Communications (Level 3) - Organizations (A - Communications (Level 3) - Standardsmal A - Communications (Level 3) - Standardsmal A - Communications (Level 3) - Standardsmal A - Communications (Level 3) - Standardsmal A - Indiana (Level 2) - Indiana (Level 2) - Indiana (Level 2) - MS Office (Intermediate) - Arabic (Intermediate) - Arabic (Intermediate) - Arabic (Intermediate)	Team Leader - Trace & RP Qualification: High School or Equivalent) Competency: Conflict Management (Level 3) influence (Level 3) influence (Level 3) Team work (Level	Team Leader - Validation Center Cualification: High School (min), Diploma (Preferable) Competency: - Communication (Level 3) - Initiative (Level 2) - SMSA SOM system (Intermediate) - English - Speak / Read / Write (Intermediate) - Finding - Speak / Read / Write - Communication (Level 2) - SMSA SOM system (Intermediate) - Finding - Speak / Read / Write - Intermediate / Read / Write - Intermedi
						* Telephone Skilis (Advanced) * Product Knowledge (Advanced) * Product Knowledge (Advanced) * Using Business applications [Advanced) * Handling Customer Compliant Skilis-(Intermediate)		
Quality Assurance Specialist	Supervisor - Customer Care	Supervisor - Customer Support	Supervisor - E-Care	Supervisor - Validation Center	Supervisor Contact Center	Manager - Customer Experience	Manager - Contact Center	National Manager - Customer Service
Qualification: High School (min), Diploma (Preferable), Bachelors (Preferred)	Qualification: Bachelor Degree in Business Administration	Qualification: Bachelor Degree Equivalent Competency:	Qualification: Diploma (min), Bachelors (Preferable)	Qualification: Bachelor Degree or equivalent Competency:	Qualification: Bachelor Degree in Business Administration	Qualification: Diploma or Bachelor in related field.	Qualification: Bachelor in related field. Competency:	Qualification: Master's Degree in Business Administration
Competency: *Communication (Level 3) * Initiative (Level 2)	Competency: • Communication (Level 3) • Organizational & Environmental Awareness (Level	Communication (Level 4) Organizational & Environmental (Level 2)	Competency: Conflict Management (Level 4) Communication (Level 3) Initiative (Level 4)	Communication (Level 3) Conflict Management (Level 3)	Competency: Communication (Level 3) Organizational & Environmental Awareness (Level	Competency: • Adaptability (Level 4) • Communication (Level 4) • Organizational &	Adaptability (Level 4) Communication (Level 4) Organizational & Environmental Awareness (Level	Competency: • Adaptability (Level 4) • Communication (Level 4) • Organizational &

								National Manager - Customer	
Quality Assurance Specialist	Supervisor - Customer Care	Supervisor - Customer Support	Supervisor - E-Care	Supervisor - Validation Center	Supervisor Contact Center	Manager - Customer Experience	Manager - Contact Center	Service	
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	
High School (min), Diploma	Bachelor Degree in Business	Bachelor Degree Equivalent	Diploma (min), Bachelors	Bachelor Degree or equivalent	Bachelor Degree in Business	Diploma or Bachelor in related	Bachelor in related field.	Master's Degree in Business	
	Administration	1	(Preferable)	I	Administration	field.		Administration	
(Preferred)	1	Competency:	ł	Competency:	1	1	Competency:	1	
	Competency:	Communication (Level 4)	Competency:	Communication (Level 3)	Competency:	Competency:	Adaptability (Level 4)	Competency:	
Competency:	Communication (Level 3)	Organizational &	Conflict Management (Level 4)	Conflict Management (Level 3)	 Communication (Level 3) 	Adaptability (Level 4)	Communication (Level 4)	Adaptability (Level 4)	
•Communication (Level 3)	Organizational &	Environmental (Level 2)	Communication (Level 3)	Resource Management (Level 3)	Organizational &	Communication (Level 4)	Organizational &	Communication (Level 4)	
	Environmental Awareness (Level	Creative Thinking (Level 3)	Initiative (Level 4)	Stress Management (Level 3)			Environmental Awareness (Level		
		Stress Management (Level 3)	Team Leadership (Level 3)	Initiative (Level 3)		Environmental Awareness (Level		Environmental Awareness (Level	
• English - Speak / Read / Write	 Networking Relationship 	Influence (Level 3)	i	Team leadership (Level-3)	• Creative Thinking (Level 1)	4)	Creative Thinking (Level 4)	4)	
(Intermediate)	(Level 2)	Team Leadership (Level 2)	All company systems (CORE,	1	 Networking Relationship 	Creative Thinking (Level 4)	• Planning & Organizing (Level 4)	Creative Thinking (Level 4)	
Arabic- Speak / Read / Write	Conflict Management (Level 2)	• Planning & Organization (Level	CISCO Unified. Etc) (Advanced)	SMSA SDM system	(Level 1)	 Networking Relationship 	 Conflict Management (Level 3) 	Networking Relationship	
((Intermediate)	Risk Management (Level 3)	3)	MS Office (Intermediate)	(Intermediate)	• Stress Management (Level 3)		Resource Management (Level	(Level 3)	
MS Word, Excel, Email /	Stress Management (Level 2)	į.	English Proficiency (written and	MS Word, Excel, Email /	Influence (Level 3)	 Conflict Management (Level 3) 	4)	 Conflict Management (Level 3) 	
Internet Search, etc. (Advanced)	Influence (Level 3)	ļ		Internet Search, etc.	Initiative (Level 2)			Resource Management (Level	
Internal Applicant - SMSA	Team Leadership (Level 2)	į	Arabic Proficiency (Spoken)	(Intermediate)	• Team Leadership (Level 2)	4)	Decision Making (Level 3)	4)	
System - Customer Service,	Decision Making (Level 3)	ļ	(Intermediate)	Handling Customer Compliant	• Planning & Organizing (Level 1)	Risk Management (Level 3)	Team Leadership (Level 5)	Risk Management (Level 3)	
Telephone skills, etc. (Advanced)		1	1	Skills-(Intermediate)		Influence (Level 4)	Change Leadership (Level 4)	• Influence (Level 4)	
	ll	ļ	ļ	!	 All company systems (CORE, 	Team Leadership (Level 5)	ll	• Team Leadership (Level 5)	
	ii	į	į	į.		Change Leadership (Level 4)		Change Leadership (Level 4)	
		!	!	1	MS Office (Intermediate)	Planning & Organizing (Level 4)		• Planning & Organizing (Level 4)	
		į	į	į.		Decision Making (Level 3)		Decision Making (Level 3)	
	1	Į.	Į.	!		Analytical Thinking (Level 3)		Analytical Thinking (Level 3)	
		į	į	1	 Arabic Proficiency (Spoken) 	Vision & Strategic Direction		Vision & Strategic Direction	
	[] [1	1	1	(Intermediate)	(Level 3)		(Level 3)	
	i I	î	î			i I	i I	Familiarity with Analytical tool	
		!	!	1	1			(Intermediate)	
	1	1 1	1 1	1	1	1	1	1	

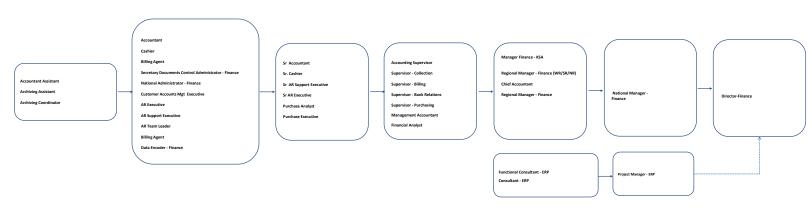


Retail Executive	Retail Floater	National -Administrator	IT Support	Area Supervisor -Retail	Facility Supervisor -Retail	Regional Manger	Manager - Retail Operations	National Manager - Retail
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree	Bachelor Degree	Bachelor Degree.	Bachelor Degree.
Competency: Adaptability _ Level 2 Communication _ Level 2 Networking Relationship _ Level 2 Stress Management _ Level 1	Competency: - Adaptability _Level 2 - Communication _Level 2 - Networking Relationship _ Level 2 - Stress Management _Level	Competency: • Adaptability (Level 2) • Communication (Level 1) • Networking Relationship (Level 1) • Stress Management (Level 2) • Influence(Level 1) • Teamwork(Level 1)	Competency: Adaptability (Level 3) Continuous Learning (Level 4) Creative Thinking (Level 3) Communication (Level 4) Conflict Management (Level 3) Resource Management (Level 3) Stress Management (Level 3) Change Leadership (Level 3)	Competency: Adaptability _ Level 4 Communication _ Level 3 Organizational & Environmental Awareness _ Level 2 Networking Relationship _ Level 3	Competency: Communication skills (Level 3) Networking & Relationship Building (Level 3) Resource Management (Level 3) Analytical Thinking (Level 3) Decision Making (Level 3)	Competency: Adaptability _ Level 4 Communication _ Level 3 Organizational & Environmental Awareness _ Level 2 Networking Relationship _ Level 3 Resource Management _ Level 3 Team Leadership _ Level 4 Planning & Organizing _ Level 2 Decision Making _ Level 2	Competency: - Adaptability _Level 5 - Communication _Level 4 - Organizational & Environmental Awareness _Level 4 - Networking Relationship _Level 4 - Networking Relationship _Level 4 - Resource Management _Level 4 - Influence _Level 3 - Initiative _Level 4 - Team Leadership _Level 5 - Change Leadership _Level 4 - Planning & Organizing _Level 4 - Planning & Organizing _Level 4	Master of Business Administration Competency: *Adaptability _Level 5 *Communication_Level 4 *Organizational & Environmental Awareness_Level 4 *Creative Thinking_Level 4 *Conflict Management_Level 4 *Resource Management_Level 4 *Initiative_Level 3 *Initiative_Level 3 *Change Leadership_Level 5 *Change Leadership_Level 4 *Planning & Organizing_Level 4 *Planning & Organizing_Level 4 *Planning & Organizing_Level 4 *Planning & Organizing_Level 4
			; 	i -			Decision Making_Level 4 Vision & Strategic Direction_Level 4	Decision Making_Level 4 Vision & Strategic Direction_Level 4





Helpdesk Clerk	Receiving Clerk/Dispatcher	Store Keeper	Carpenter	Furniture Support	Truck Driver	Logistic -Coordinator	Furniture Control- Coordinator	Inventory Coordinator	Quality Compliance-Officer	Warehouse-Coordinator	Service-Manager
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
HS Diploma/Certificate/	HS Diploma/Certificate/	HS Diploma/Certificate/ College Level	HS Diploma/Certificate/	HS Diploma/Certificate/ College	HS Diploma/Certificate/	Bachelor's Degree or Diploma	HS Diploma/Certificate/	Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree or	Bachelor's Degree
College Level	College Level	1 1	College Level	Level	College Level		College Level		1	Diploma	;
1	I		I	I			l		1	1	1
Competency:	Competency:	Competency:	:	Competency:		Competency:	Competency:	Competency:	Competency:	:	Competency:
Initiative (Level-2)	Adaptability (Level-2)	Analytical skills (Level-2)	Competency:	Adaptability (Level-2)	Competency:	Analytical skills (Level-2)	Analytical skills (Level-2)	Analytical Thinking (Level-2)	Risk Management (Level-2)	Competency:	• Communication (Level-
• Team work (Level-2)	Analytical thinking	Planning & Organizing skills (Level-2)	Adaptability (Level- 2)	Analytical thinking (Level-1)	Adaptability (Level- 2)	• Communication skills (Level-	Initiative (Level-2)	Planning & Organizing skills (Communication (Level-3)	• Analytical skills (Level-2	4)
Resource Management ((Level-1)	Communication skills (Level-2)	Initiative (Level-2)	Teamwork (Level-2)	Initiative (Level-3)	2)	Teamwork (Level-2)	Level-2)	Planning and Organizing (Level-2)	5	Resource Management
Level-2)	Resource Management		• Teamwork (Level-2)	Communication (Level 2)	Teamwork (Level-2)	· ·		Communication (Level-2)	Analytical thinking (Level-2)	• Initiative (Level-2)	Level -4)
• Communication (Level 2)	(Level-2)		ļ i	!			<u>l</u>		ļ	• Teamwork (Level-2)	Stress Management (
	•		<u> </u>	!			!		<u> </u>	• Communication (Level 2)	Level-3)
!	!	!	!	!			!		!	!	Team Leadership (Level
	•		<u> </u>	!			!		<u> </u>	<u> </u>	3)
!	ļ	<u> </u>	ļ	!			!		ļ	ļ	Decision Making (Level-
į	į		į	i			i		•	į	3)



Accountant	Accounting Assistant	Accounting Supervisor	AR Executive	AR Support Executive	AR Team Leader	Billing Agent	Supervisor - Billing	Cashier	Chief Accountant	Supervisor - Collection
Qualification:	Qualification:			Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:
	Bachelor's Degree or Diploma			Bachelors Degree or		!		1	1	
Bachelors Degree		Bachelor's Degree		Diploma	Bachelor's Degree or Diploma.	Bachelor's Degree or Diploma	Bachelors Degree		Bachelors Degree	Bachelors Degree in Accounting
				1		1	l .	Diploma	1	
Competency:			Competency:	ł	Competency:	Competency:	Competency:	ł	Competency:	Competency:
	Adaptability (Level 2)					Adaptability (Level 2)				Adaptability (Level 4)
	Continuous Learning (Level 3)			Adaptability (Level 2)	Continuous Learning (Level 3)	Continuous Learning (Level 2)				Continuous Learning (Level 4)
					Communication (Level 1)	Communication (Level 2)			(Level 4)	Communication (Level 2)
					Analytical Thinking (Level 1)	Networking Relationship (Level 2)			 Risk Management (Level 3) 	Networking / Relationship
Analytical Thinking (Level 1)						Stress Management(Level 3)		Stress Management (Level)		Building (Level 3)
į					Stress Management (Level 2)	Initiative (Level 2)	Stress Management (Level 3)	2)		Initiative (Level 2)
Ĭ						Manning & Organizing (Level 1)		• Initiative(Level 1)		Team Leadership(Level 2)
1						Analytical Thinking (Level 1)		Teamwork(Level 1)		Analytical Thinking(Level 3)
				 Analytical Thinking(Level 1) 	Teamwork(Level 1)	Teamwork(Level 1)	Planning & Organizing (Level 2)	1	1	Teamwork(Level 3)
1	! !		!	Teamwork (Level 1)	:	}	Decision Making(Level 2)	1	1	:
				II.	l		Teamwork (Level 2)	1	1	l
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Customer Accounts Mat Executive	Data Encoder - Finance	Director - Finance	Financial Analyst	Functional Consultant - ERP	Management Accountant	National Administrator - Finance	National Manager - Finance	Purchase Analyst	Purchase Executive	Regional Manager - Finance	Secretary Documents Control Administrator - Finance
			Qualification:		Qualification:					Qualification:	Qualification:
					Qualification:	Quantication:				Qualification:	Qualification:
Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor's Degree	Bachelor Degree	Bachelor Degree	l	I .		Bachelor's Degree or Diploma	Bachelor's Degree or	1	
:	;	¦	1		Bachelor Degree	Bachelor's Degree or Diploma	Bachelor Degree		Diploma	Bachelor Degree	Bachelor's Degree or Diploma
				Competency:				Competency:			
Competency:	Competency:	Competency:	Competency:	Adaptability (Level 2)	Competency:	Competency:	Competency:	Adaptability (Level 2)	1	Competency:	Competency:
Adaptability (Level 3)	Adaptability (Level 2)	Adaptability (Level 2)	Adaptability (Level 2)	Continuous Learning (Level 2)	Communication (Level 3)	Adaptability (Level 2)	Communication (Level 4)	Networking /Relationship Building (Level 3)	Competency:	 Communication (Level3) 	Adaptability (Level 2)
Continuous Learning (Level 3)	Continuous Learning (Level 2)	Communication (Level 3)	Continuous Learning (Level 1)	Organizational & Environmental Awareness	Resource Management			Conflict Management (Level 1)	Adaptability (Level 2)	Resource Management	Communication (Level 1)
Communication (Level 1)	Communication(Level 1)	 Organizational & Environmental Awareness 	Communication (Level 1)	(Level 2)	(Level 3)	· Networking Relationship (Level	Risk Management (Level 4)	Communication(Level 1)	 Continuous Learning (Level 	(Level 3)	. Networking Relationship (Level
Conflict Management (Level 1)	Stress Management (Level 2)	(Level 3)	Networking Relationship (Level 1)	Creative Thinking (Level 4)	· Risk Management (Level 2)	1)	Decision Making (Level 4)	Initiative(Level 2)	1)	Risk Management (Level 2)	1)
Stress Management (Level 1)	• Initiative(Level 1)	Creative Thinking (Level 3)	Conflict Management (Level 1)	Stress Management (Level 3)	Decision Making(Level 3)	Stress Management (Level 2)	Teamwork (Level 4)	Analytical Thinking (Level 1)	Communication (Level 1)	Decision Making(Level 3)	Stress Management (Level 2)
Initiative (Level 2)	Planning & Organizing (Level 1)	Resource Management (Level 4)	Stress Management (Level 2)	Planning & Organizing (Level 4)	 Knowledge of ERP systems 	• Influence(Level 1)	Vision & Strategic Direction (Level 4)	Teamwork (Level 1)	Networking Relationship		• Influence(Level 1)
Decision Making (Level 1)		Risk Management (Level 2)	• Influence(Level 1)	Analytical Thinking (Level 4)	(Intermediate)	• Initiative(Level 1)	Knowledge of ERP systems (Advanced)		(Level 1)	1	Initiative(Level 2)
Analytical Thinking (Level 2)		Team Leadership (Level 4)	• Initiative(Level 1)	Teamwork (Level 4)	,	Teamwork(Level 1)			Conflict Management	1	• Teamwork(Level 1)
Teamwork (Level 3)		Change leadership (Level 3)	Teamwork(Level 1)	• Initiative (Level 4)	l				(Level 1)	1	
- realisable (cever 3)		Analytical Thinking (Level 4)	- reassand appeared 2)	- minimize (cever 4)	;	1	1	!	Stress Management (Level	1	1
		Vision & Strategic Direction (Level 2)	II	II	l	I			Stress management (Level)	1	
1	1	Vision & Strategic Direction (Level 2)	1	1	;	1	1	!	• Influence(Level 1)	1	1
					I	1				1	
1	1	:	1	1	:	1	1	:	• Initiative(Level 1)	1	1

Sr AR Executive	Sr AR Support Executive	Sr Accountant	Sr. Cashier	Supervisor - Bank Relations	Supervisor - Purchasing	Archiving Assistant	Archiving Coordinator	Consultant - ERP	Manager Finance - KSA	Project Manager - ERP	Regional Manager - Finance (WR/SR/NR)
Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualification:	Qualifications	Qualification:	Qualification:	Qualification:
Bachelors Degree or Diploma	Bachelors Degree or Diploma	Bachelors Degree	Bachelor's Degree or Diploma	Bachelors Degree	Bachelor Degree	Bachelor's Degree or Diploma	Bachelor's Degree or Diploma	Bachelor Degree	Bachelor Degree	Bachelor Degree	Bachelor Degree
Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:	Competency:
Stress management (Level 2)	Stress management (Level 2)	Adaptability (Level 2)	Adaptability (Level 2)	 Adaptability (Level 2) 	Adaptability (Level 4)	Adaptability (Level 3)	Adaptability (Level 3)	Adaptability (Level 2)	Communication (Level 4)	Planning & Organizing	Communication (Level3)
	Initiative (Level 3)	Continuous Learning (Level 3)	Continuous Learning (Level 3)	Continuous Learning (Level 2)							• Resource Management (Level
	Adaptability (Level 2)		Communication (Level 1)	Communication (Level 2)						Communication (Level 3)	Risk Management (Level 2)
	Communication (Level 1)	Initiative (Level 2)	Networking Relationship (Level 1)	 Networking Relationship (Level 2) 		Awareness (Level 3)			• Risk Management (Level 4)		Decision Making(Level 3)
	Creative Thinking (Level 1)	Analytical Thinking (Level 1)	Conflict Management (Level 1)	Stress Management (Level 3)						Environmental Awareness	}
Teamwork (Level 1)	Teamwork (Level 1)	i	Stress Management (Level 2)	Initiative (Level 2)						(Level 3)	i
										Initiative (Level 5)	!
ĺ		İ	Initiative(Level 1)							Resource Management	i
			Teamwork(Level 1)		Analytical Thinking (Level	Initiative (Level 3)		Teamwork (Level 4)		(Level 4)	ĺ
					(3)	1		Initiative (Level 4)		 Risk Management (Level 2) 	I
:			1	1	Teamwork (Level 3)	1		1		Team Leadership (Level 4)	}
				!	 Networking/Relationship building (level 2) 	!		!			