\$%, +", #-'!%*#-'-. %#%'&*-&*/O*

COMPETENCIES

/%)!,(\$&("')*-'/*%;-#\$<%)*

('!<O)(=%'%))***

-3>:@2AB*362C>2D*CEF*DGHHI 6>D*CE**!E3AGD!@2*CEF*2JG!>C5A2*KI 6LHAC32*5B*2452FF!EM*F!@26D!>B**!E>I *CAA*CDH23>D*I N*>O2*
KI 6LHAC32P*&O!D*4CB**!E3AGF2*HI A'3?!2DQ*H6I 32FG62DQ*>6C?E!EMQ*4!DD!I EQ*@CAG2DQ*MI CADQ*I NN!32*3A!4C>2*CEF*3GA>G62Q*!E>26C3>!I ED*
K!>O*31 AA2CMG2D*CEF*3I1KI 6L26DQ*A2CF26DO!H*H6C3>!32DQ*H6I M6C44!EMQ*O!6!EMQ*4C6L2>!EMQ*2@CAGC>!I EQ*H6I 4I>!I EQ*CEF*I>O26*

Z", [*\0-<(&]***

/24 | ED>6C>2D*C*31 4 4?>42E>*> 1 *JGCA?>B*5B*>CL?EM*H6?F2*?E*I E2W*K | 6L@D>6?@?EM*N | 6*2R32M2E32*CEF*F2A?@26?EM*>O2*52D>* H | DD?5A2*62DGA>DP*! | 4 HA2>2D*K | 6L*CDD?ME 4 2E>D*>O | 6 | GMOAB*CEF*?E*CE*C33G6C>2@*H6 | 4 H>@CEF* | 6MCE?X2F* 4 CEE26P*(F2E>?!N?2D* CEF*3 | 6623>D*266 | 6DP*\$CBD*C>>2E>? | E*> 1 *F2>C?AP* < | | LD*N | 6* | H | 1 6>GE?>?2D*> 1 *? 4 H6 | @2* | G>3 | 4 2D*CEF*M2E26C>2*?F2CD*N | 6*5G?AF?EM* H6 | 32DD*2M?3?2E3?2DP*O>?A?X2D*N22F5C3L*> | *? 4 H6 | @2*K | 6L*CEF*5G?AFD* | E*H62@? | GD*A2C6E?EMDP*Z 2A3 | 4 2D*3 | ED>6G3>?@2*N22F5C3L* CEF*4 | E?> | 6D* | KE*K | 6L*> | *2EDG62*JGCA?>BP****

&O2*NIMIK?EM*C62*DI42*2RC4HA2D*IN*OIK*CE*24HAIB22*4?MO>*F24IED>6C>2*>0?D*3I4H2>2E3B\$**

- -3>!@2AB*D22LD*E2K*KCBD*I N*K I 6L!EM*>I *!!4H6I @2*H6I FG3>!@!>B*CEF*2NN!3!2E3BP**
-)2>D*CEF*4C?E>C?ED*2R32H>?IECA*KI6L*D>CEFC6FD*CEF*2RH23>C>?IEDP**
- +C3>13023LD*K I 6L*CEF*D22LD*?EHG>*NI 6*52D>*HI DD?5A2*?4HC3>P******
- /2@2AI HD*CEF*DOC62D*52D>*H6C3>?32DP***
- /2D?MED*H6132DD2D*>1*CE>?3?HC>2*H615A24D*CEF*F2@2A1H*31E>?EM2E3B*HACEDP**
- /2@2ALHD*CEF*4C?E>C?ED*DBD>24D*NL6*4LE?>L6?EM*KL6L*JGCA?>BP***
- 2E26C>2D*CEF*>6C3LD*H26NI64CE32*42CDG62DP**

! " ##0' (! -&(" ' ***

/24|ED>6C>2D*3A2C60*>!42AB0*CEF*3|ED!D>2E>*DH2CL!EM0*A!D>2E!EM*CEF*K6!>>2E*3|44GE!3C>!|EDP*<!D>2ED*CEF*D22LD*3AC6!N!3C>!|E*CEF*62DH|EFD*3A2C6AB*>|*JG2D>!|EDP*<!D>2ED*C3>!@2AB*CEF*3|44GE!3C>2D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|>026D*>|*|

&02*NI MI K?EM*C62*DI 42*2RC4HA2D*I N*OI K*CE*24HAI B22*4?MO>*F24I ED>6*5589. 98(C)*CHH6



/%\$%' /-T(<(&]***

, 2HI 6>D*>I*KI 6L*62MGAC6ABQ*I E*>!42*CEF*!D*C331 GE>C5A2*FG6!EM*>O2*KI 6LFCBP*! I I H26C>2D*CEF*!E>26C3>D*K!>O*24HAI B22D*
!ED!F2*CEF*I G>D!F2*I N*>O2*KI 6L*GE!>*31 E>6!5G>!EM*>I *!4H61 @2F*I H26C>!I ED!**-A!MED*!EF!@!FGCA*2NNI 6>D*K!>O*GE!@26D!>B*CEF*GE!>*
MI CAD!*&CL2D*I KE26DO!H*I N*KI 6L*CEF*!D*C331 GE>C5A2*NI 6*I G>31 42D!*(D*CKC62*I N*CEF*NI ANI KD*OE!@26D!>B*HI A!3!2D*CEF*
H61 32FG62D!*%D>C5A!DO2D*>6GD>*CEF*62DH23>*5B*NI ANI K!EM*>O61 GMO*I E*31 44!>42E>D!*! I 4HA2>2D*>CDLD*CEF*CDD!ME42E>D*K!>O*
4!E!4CA*DGH26@!D!I E!! I 44!>>2F*>I *42>?E*>I *42>?E**I *42>?E**I

&O2*NIMIK?EM*C62*DI42*2RC4HA2D*IN*OIK*CE*24HAIB22*4?MO>*F24IED>6C>2*>0?D*3I4H2>2E3B\$**

- /241ED>6C>2D*31ED?D>2E3B*?E*>O2*CHH61C3O*CEF*F2A@26B*1N*K16LP***
- TG?AFD*62AC>?I EDO?HD*C361DD*16MCE?XC>?1ECA*CEF*NGE3>?1ECA*51GEFC6?2DP**
- YCEFA2D*D2ED?>?@2*?ENI 64C>?I E*CEF*!DDG2D*K?>0*F?D362>?I E*CEF*>C3>P***
- &CL2D*H26D1 ECA*62DH1 ED?5?A?>B*N1 6*1 G>31 42DP**
- .