

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

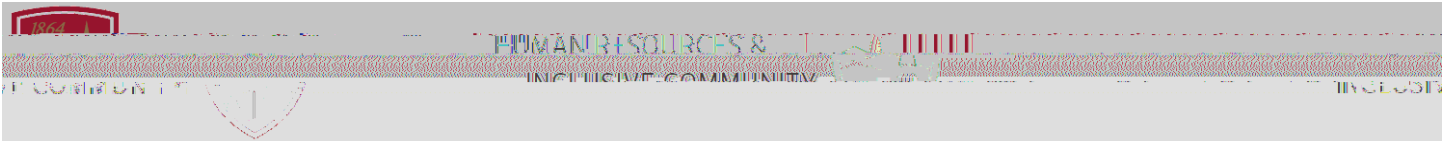
COMPETENCIES

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

*

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

-3>?@2AB*362C>2D*CEF*DGHHI 6>D*CE?E3AGD?@2*CEF*2JG?>C5A2*KI 6LHAC32*5B*2 452FF?EM*F?@26D?>B?E>I *CA*CDH23>D*I N*>O2*
KI 6LHAC32P*&O?D* 4 CB?E3AGF2*HI A?3?2DQ*H6I 32FG62DQ*>6C?E?EMQ* 4?DD?I EQ@CAG2DQ*MI CADQ* I NN?32*3A? 4-C>2*CEF*3GA>G62Q?E>26C3>?I ED*
K?>O*3I A2CMG2D*CEF*3I 1KI 6L26DQ*A2CF26DO?H*H6C3>?32DQ*H6I M6C 4 4?EMQ*O?6?EMQ* 4C6L2>?EMQ*2@CAGC>?I EQ*H6I 4-I >?I EQ*CEF*I >O26*



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

/24 I ED>6C>2D*C*3I 4 4>42E>*I *JGCA?>B*5B*>CL?EM*H6?F2*?E*I E2WD*K I 6LQ*D>6?@?EM*NI 6*2R32M2E32*CEF*F2A?@26?EM*>O2*52D*>
HI DD?5A2*62DGA>DP*! I 4HA2>2D*K I 6L*CDD?ME 42E>D>O I 6I GMOAB*CEF*?E*CE*C33G6C>2Q*H6I 4H>Q*CEF*I 6MCE?X2F*4CEE26P*(F2E>N?2D*
CEF*3I 6623>D*266I 6DP*\$CBD*C>>2E>?I E>*I *F2>C?AP*<I I LD*NI 6*I HHI 6>GE?>?2D>I *?4H6I @2*I G>3I 42D*CEF*M2E26C>2*?F2CD*NI 6*5G?AF?EM*
H6I 32DD*2NN?3?2E3?2DP*O>?A?X2D*NI 22F5C3L*>I *?4H6I @2*K I 6L*CEF*5G?AFD*I E*H62@?I GD*A2C6E?EMDP* Z 2A3I 42D*3I ED>6G3>?@2*NI 22F5C3L*
CEF*4 I E?>I 6D*I KE*K I 6L*>I *2EDG62*JGCA?>BP***

&O2*NI AI K?EM*C62*DI 42*2RC4HA2D*I N*OI K*CE*24HAI B22*4?MO>*F24 I ED>6C>2*>O?D*3I 4H2>2E3BS**

-3>?@2AB*D22LD*E2K*K CBD*I N*K I 6L?EM*>I *?4H6I @2*H6I FG3>?@?>B*CEF*2NI?3?2E3BP**

)2>D*CEF*4C?E>C?ED*2R32H>?I ECA*K I 6L*D>CEFC6FD*CEF*2RH23>C>?I EDP**

+C3>13O23LD*K I 6L*CEF*D22LD*?EHG>*NI 6*52D>*HI DD?5A2*?4HC3>P*****

/2@2AI HD*CEF*DOC62D*52D>*H6C3>?32DP***

/2D?MED*H6I 32DD2D>*I CE>?3?HC>2*H6I 5A2 4D*CEF*F2@2AI H*3I E>?EM2E3B*HACEDP**

/2@2AI HD*CEF*4C?E>C?ED*DBD>24D*NI 6*4 I E?>I 6?EM*K I 6L* JGCA?>BP***

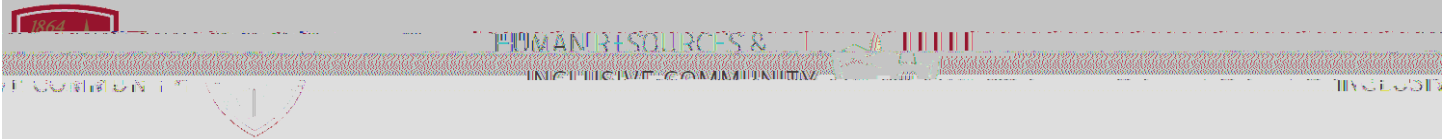
. 2E26C>2D*CEF*>6C3LD*H26NI 64CE32*42CDG62DP**

*

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

/24 I ED>6C>2D*3A2C6Q?>?4 2ABQ*CEF*3I ED?D>2E>*DH2CL?EMQ*AD>2E?EM*CEF*K6?>>2E*3I 4 4GE?3C>?I EDP*<?D>2ED*CEF*D22LD*3AC6?N?3C>?I E*
CEF*62DHI EFD*3A2C6AB*>I *JG2D>?I EDP*<?D>2ED*C3>?@2AB*CEF*3I 4 4GE?3C>2D>*I *I >O26D>*I *5G?AF*>6GD>?EM*62AC>?I EDO?HDP*Z 6?>>2E*
3I 4 4GE?3C>?I E*?D*3A2C6Q*M6C 4 4C>?3CAMB*3I 6623>Q*2NN23>?@2*CEF*62AC>?@2*>I *>O2*E22FD*CEF*D3I H2*NI 6*I E2WD*6I A2P** , 2AC>2D*
2NN23>?@2AB>I *CA*A2@2AD*I N>O2*?ED>?>G>?I EP+ I D>26D*3I EE23>?I ED*CEF*C*3I AC5I 6C>?@2*CHH6I C3OP***

&O2*NI AI K?EM*C62*DI 42*2RC4HA2D*I N*OI K*CE*24HAI B22*4?MO>*F24 I ED>6*5589. 98(C)*CHH6



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

, 2HI 6>D>I *KI 6L*62MGAC6ABQ*IE*>?42*CEF*D*C33I 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?>3I E>6?5G>?EM*>I ?4H6I @2F*I H26C>?I EDP** -A?MED*?EF?@?FGCA*2NWI 6>D*K?>O*GE?@26D?>B*CEF*GE?>
MI CADP*&CL2D*I KE26DO?H*I N*KI 6L*CEF*D*C33I GE>C5A2*NI 6*I G>3I 42DP*(D*CKC62*I N*CEF*NI AAI KD*OE?@26D?>B*HI A?3?2D*CEF*
H6I 32FG62DP*%D>C5A?DO2D*>6GD>*CEF*62DH23>*5B*NI AAI K?EM*>O6I GMO*I E*3I 44?>42E>DP*! I 4HA2>2D*>CDLD*CEF*CDD?ME42E>D*K?>O*
4?E?4CA?DGH26@?D?I EP*! I 44?>>2F*>I *422>?EM*F2CF?E2DP***

&O2*NI AAI K?EM*C62*DI 42*2RC4HA2D*I N*OI K*CE*24HAI B22*4?MO>F24I ED>6C>2*>O?D*3I 4H2>2E3BS**

/24I ED>6C>2D*3I ED?D>2E3B*?E*>O2*CHH6I C3O*CEF*F2A?@26B*I N*KI 6LP***

TG?AFD*62AC>?I EDO?HD*C36I DD*I 6MCE?XC>?I ECA*CEF*NGE3>?I ECA*5I GEFC6?2DP**

YCEFA2D*D2ED?>?@2*?ENI 64C>?I E*CEF*?DDG2D*K?>O*F?D362>?I E*CEF*>C3>P***

&CL2D*H26DI ECA*62DHI ED?5?A?>B*NI 6*I G>3I 42DP**