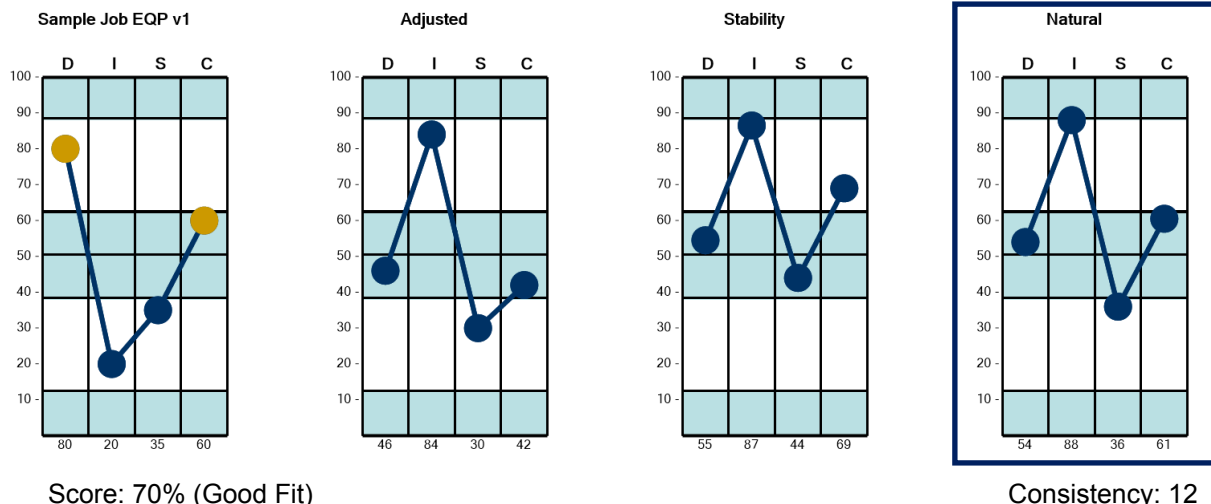


# Candidate Job Profile Report



Name: Sample Sam  
IC / Passport: 123  
Age: 32

Gender: M  
Nominating Company:  
Contact:



## GENERAL DESCRIPTION

### Achieving results:

This position involves actively driving to achieve set targets in a logical and factual manner. Challenging assignments and supportive procedures and controls are integral to this position. The incumbent must have the boldness to lead or introduce change into the business environment, where his/her ideas are usually well substantiated with practical facts.

### People management:

In this position, the incumbent is expected to be independent and be able to deliver results without being affected by social interactions. Communication tends to be brief and focused on practical matters. The job holder is required to deliver information objectively while maintaining a strict level of confidentiality.

### Process & procedures:

The job exists in a constantly changing environment where processes & procedures may not be well established. Tangible goals and efficiency are key in this position, therefore it is imperative that the incumbent knows the parameters and requirements of the role to perfection.

### Control & performance standards:

High expectations above those of rivals must be set and strictly adhered to. The job expects the incumbent to construct compelling action plans and execute them to arrive at tangible and measurable results despite opposition or resistance. The jobholder must have a strong sense of accountability and alertness to quality of work. It is vital that details are taken into serious consideration while being aware of protocols and regulations.

### Expectations on change:

The incumbent is expected to initiate and drive change within the organization by introducing original and well-substantiated ideas. Implementation is forceful and quick only after being compared against benchmarks. Unnecessary risks are minimized through detailed analysis.

### Expectations on teamwork:

The position requires the incumbent to drive the team to exceed goals successfully. He/she is to be very deliberate in clarifying reciprocal expectations and establish guidelines on how to work together effectively while encouraging risk-taking and direct feedback.