

# Job Target Profile

## Recruiter

### LOOKING FOR

#### Strategist

A Strategist is results-oriented, innovative and analytical with a drive for change.

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#### Analyzer

An Analyzer is intense, with high standards and a disciplined and reserved personality.

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#### Venturer

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

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### THEY

#### Will be

Independent

Assertive

Self-confident

#### Will need

Independence

Control of own activities

To be challenged

#### Will Like Hearing

Manage multiple priorities

Take the Initiative

Clarity of tasks and duties

Deliver high-quality products and services

### NOTEWORTHY BEHAVIORS

#### Proactive

Takes initiative

Competitive

Driven to get things done

Positive response to pressure

#### Careful with rules

Conscientious

Thorough

Precise

Concerned with rules and accuracy

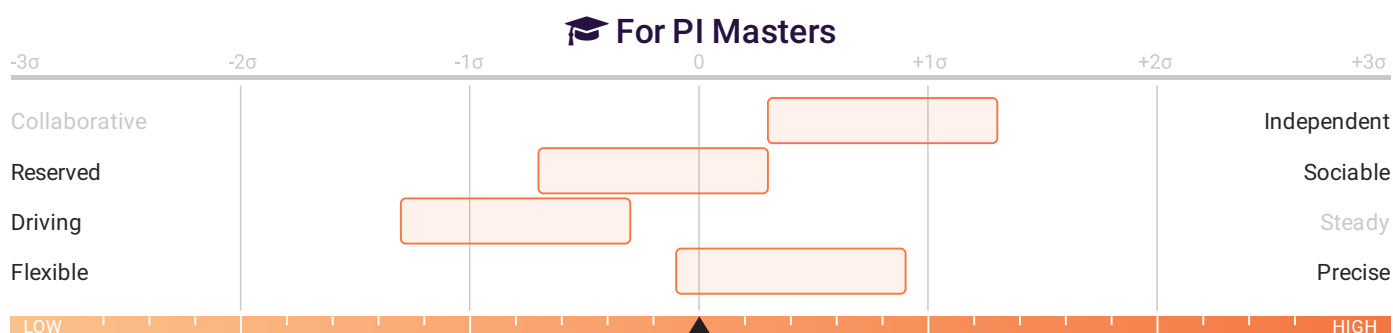
### SUMMARY

This job requires strong analytical and technical abilities and demands fast, but carefully thought-out results.

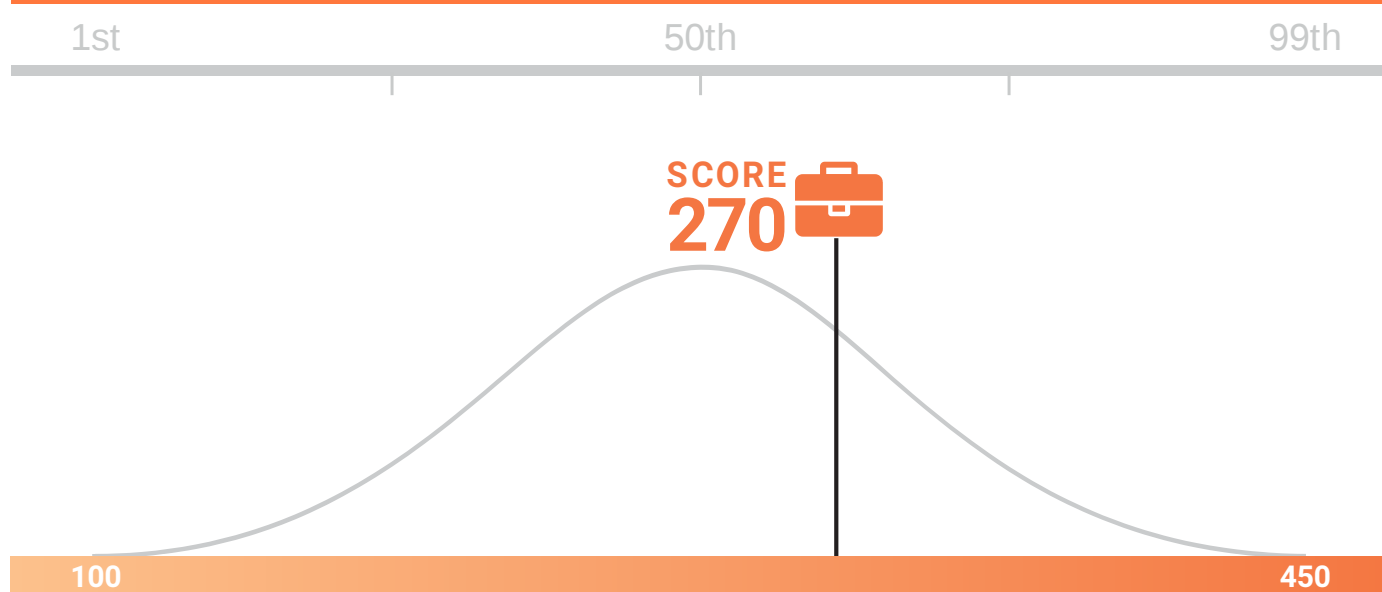
Strong leadership and control of the work process from beginning to end is necessary. The job centers around developing new ideas, systems and technology, and also analyzing and improving on old ones. A high level of expertise is expected and the ability to spot and correct errors is important. Work must be done right and quickly, while always focusing on accomplishing the goal and demanding the highest quality work from co-workers and subordinates. Interest and energy focuses primarily on the work at hand, with negligible inclination for small talk or social involvement. The broad scope of the job demands a factual, direct and authoritative style of communication. Decision-making, though swift, is very calculated and singular, with little reliance on consensus or collaborating opinions.

## JOB CHARACTERISTICS

- Fast-paced environment Leading and controlling multiple projects simultaneously
- A definite analytical and technical orientation rather than a social orientation High standards, high quality work is of utmost importance Structured, organized and efficient work expected of self and others
- Big picture, strategic decisions, well thought out and analyzed
- Calculated risk-taking
- Need not solicit the collaboration of others
- Blunt, candid and to-the-point communication style Work will primarily be done singularly with little involvement from others Requires forceful expression of opinions and decisions
- Will find it hard to delegate to others; intense follow-up
- Will be exacting and controlling of subordinates



## COGNITIVE TARGET



The ideal Recruiter candidate will have a score of at least 270 on the Predictive Index Cognitive Assessment.