

# 5.3

## competency framework

*Posh Brands..Swanky Group*

#	Job  Competency	Leadership and Decision-Making		Support and Cooperation		Interaction and Presentation			Analysis and Explanation		
		Decision-Making and Initiative to Act	Leadership and Supervision	Working with people	Commitment to the Principles and Values	Communication and Relationships	Persuasion and Influence	Provision and Transfer of Information	Writing and Submitting Reports	Application Expertise and Technologies	Analysis
1	Chairman of the Board	√	√	√	√	√					√
2	Executive Secretary			√	√	√		√	√		
3	Manager of Internal audit and control				√	√		√	√		√
4	Human Resources & Public affairs Manager		√	√	√	√	√		√		
5	Human Resources Specialist			√	√	√		√	√		
6	Finance Manager	√	√	√	√				√	√	√
7	Financial Accountant			√	√			√	√		√
8	Cost Accountant			√	√			√	√		√
9	Brand Manager		√	√	√	√			√		
10	Warehouse Manager			√	√				√		√
11	Warehouse keeper			√	√			√			
12	Warehouse Worker			√	√						
13	Ironing Boy			√	√						
14	Store Manager		√	√	√	√			√		
15	Assistant Branch Manager		√	√	√	√					
16	Team Leader			√	√	√					
17	Operations and Sales Manager		√	√	√	√			√		
18	Sales			√	√	√	√	√			
19	Sales Analyst			√	√			√	√	√	√
20	CRM – E marketing Specialist			√	√	√		√	√	√	
21	Office Boy			√	√			√			

Creativity and Visualization			Organization and Implementation			Adapt and Overcome problems		Bravery and Performance	
Learning and Research	Creativity and Innovation	The Formulation of Strategies and Concepts	Planning and organization	Present the Results and Meet Customer Expectations	Follow the Instructions and Procedures	Adapt and Respond to Change	Cope with the Pressures and Obstacles	Achieving Personal Goals Relating to Work	Think About Your Business and Trade Management
		√	√			√			√
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