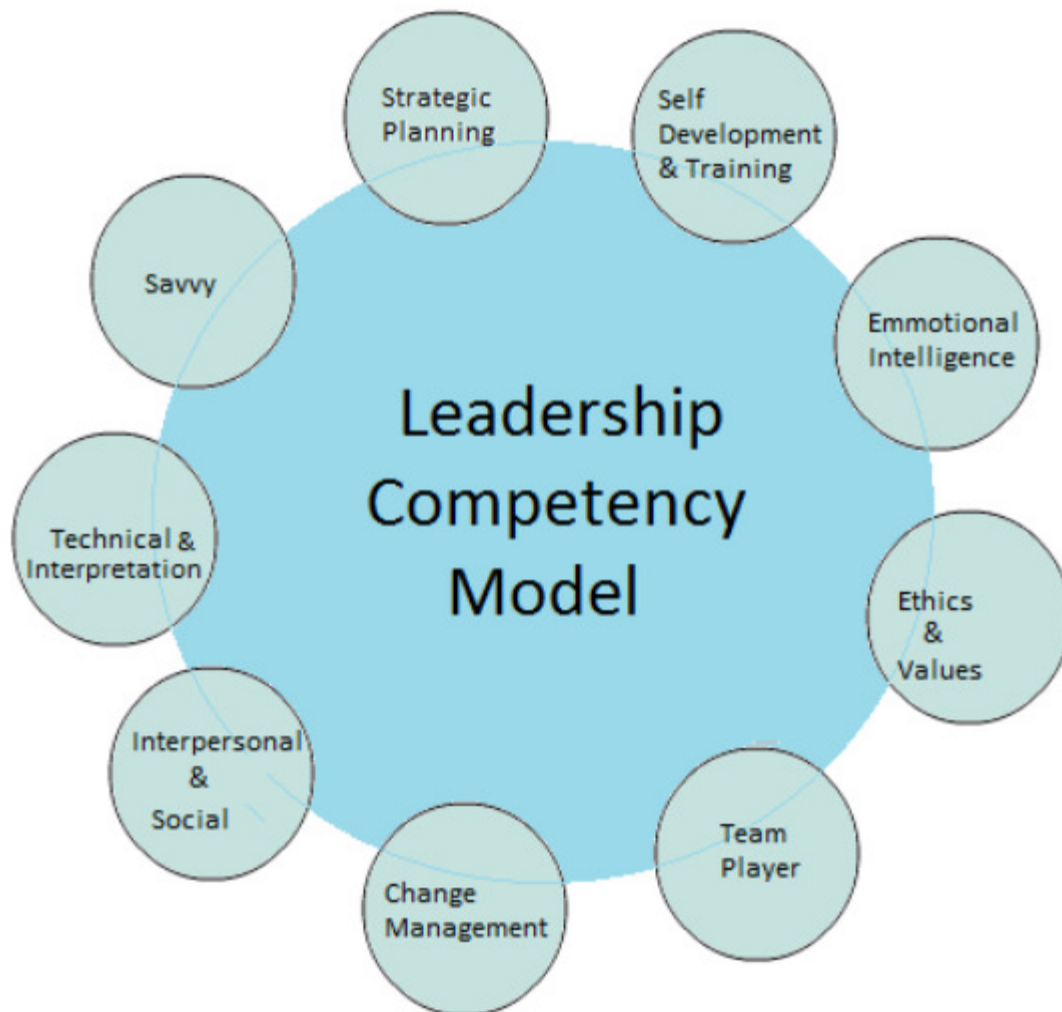


Jobs Kernel is a company which offers users to search for jobs in and outside United States.

User can track list of applications made to different companies using portal.

User received emails based on his interests when new job postings are listed.

User receives application status when job position is filled.



Competencies:

Change Management	Champions Change	Demonstrating openness to and enthusiasm for new initiatives and process improvements, understanding resistance to change, and motivating others to participate and appropriately challenge the status quo.
	Provides Direction	Creating structure and generating clear goals to enable a team to accomplish its objectives and helping the work group or team analyze its effectiveness.
	Finds Work Improvements	Seeking to find and suggesting new ideas to make the work place better and continuously looking for ways to improve work procedures or services.
	Implements Continuous Improvements	Emphasizing continuous improvement and analyzing systems and processes to make improvements.
Customer Focus	Focuses on Customers	Anticipating and responding to customer, client and partner needs and ensuring other colleagues consider the customer's perspective.
Emotional Intelligence	Creates Emotional Attachment	Demonstrating empathy, genuine caring and actively investing in the well-being of others, and strengthening emotional bonds between individuals and the organization.
	Demonstrates Resilience	Overcoming obstacles and challenges by demonstrating an optimistic demeanor and effectively handling rejection and disappointment.
	Manages Stress	Thinking clearly, responding calmly, retaining focus even in challenging situations, uncomfortable interactions, tight timeframes and with heavy workloads, and serving as a role model or others to handle stress effectively.
	Thinks Systemically	Recognizing the complex interrelationships among business activities and understanding the "big picture" of how decisions impact the overall business, other units, outcomes or processes.
	Facilitates Effective Meetings	Using appropriate methods to guide participants toward a meeting's objectives, and modifying behavior based on objectives and individuals present.
Ethics and values	Lives the Organization's Values	Embracing the organization's values and exhibiting behaviors that consistently reflect the values of the organization, and demonstrating those values both within and outside the organizations' boundaries.
	Follows Rules	Willingly following laws, professional guidelines, company policies, and work rules when performing and directing others' work.

	Displays Safety Orientation	Willingly following all safety rules at work and avoiding taking risks that can endanger oneself or others.
	Uses Appropriate Language	Using appropriate and professional language, including using proper grammar, avoiding slang or technical terms, and minimizing speech habits.
Interpersonal Skills	Behaves Flexibly	Knowing when to depart from traditional methods or behaviors or when to compromise for the sake of organizational accomplishment, and adapting quickly and effectively when situational constraints require new or different approaches.
	Establishes and Maintains Rapport	Making a connection with customers, projecting a friendly, supportive tone, and maintaining rapport through validating customers' feelings and situations.
	Analyzes Information	Analyzing and understanding quantitative and qualitative data, including financial data, industry data, people metrics and survey results.
Interpretation Skills	Exhibits Creativity	Thinking of innovative ideas, methods, or techniques to complete job tasks or solve problems.
Savvy Skills	Applies Political Savvy	Understanding organizational hierarchies and identifying key stakeholders and their agendas to facilitate progress and ensuring organizational politics do not hinder accomplishments.
	Attends to Critical Detail	Attending to all aspects of work processes and products to assure quality, accuracy and completeness.
	Delegates Authority	Allocating decision-making authority and responsibilities to appropriate individuals based on time, capabilities and interests and sets clear checkpoints for evaluating progress.
	Drives Results	Achieving high levels of productivity through personal effort, taking responsibility to ensure tasks are completed on time, striving to obtain an objective, and showing a strong drive to follow through with and complete what was started.
	Influences Others	Impacting through words and actions the perspective, attitudes and behaviors of others.
	Inspires Others	Encouraging a team spirit of common effort, positive energy and results, and motivating others to perform their best.
	Leverages Networks	Building, maintaining and leveraging contacts both within and outside the organization to gather critical information and influence key decisions.

	Makes Sound Decisions	Making decisions based on logical assumptions, relevant facts, examination of alternatives and consideration of available resources, responding decisively in critical situations, and avoiding both impulsiveness and indecision.
	Prioritizes	Allocating attention, effort and resources based on perceived value, importance, urgency and other personal, organizational and political factors.
	Resolves Conflicts	Understanding others' points of view, analyzing all viewpoints objectively, avoiding assigning blame, and settling disagreements between internal or external parties while looking for win-win solutions.
	Negotiates	Finding solutions to situations by balancing business needs and demands with the needs of the customer and/or employees or vendors.
Self development	Develops Oneself	Continually seeking to improve oneself, seeking, accepting and using constructive criticism as well as reflecting on job experiences to identify new developmental opportunities.
	Exhibits Self-Confidence	Displaying certainty in one's capabilities to make decisions and achieve challenging objectives, displaying self-assurance in all work relationships, and communicating and appropriately defending beliefs and opinions.
	Models Integrity	Demonstrating and modeling uncompromising honesty, ethics, integrity and handling of confidential and sensitive information, understanding ethical boundaries, and avoiding potentially compromising business situations and conflicts of interest.
	Works Dependably	Consistently showing up for work or appointments on time, having no unexcused absences, and giving enough notice before being late or absent.
Self Training	Adapts to Individual Differences	Modifying one's own behavior and approaches based on an understanding of and sensitivity to differences in personality, culture, background, generation or other demographics.
	Coaches for Performance	Providing clear and consistent feedback, encouragement and developmental guidance, and correcting individuals' performance based on clearly communicated objectives.
Social Skills	Builds Relationships	Establishing open and trusting relationships, treating all individuals fairly and with respect, developing a climate where individuals are committed to sharing information.
	Displays Hospitality	Receiving guests in a friendly and warm manner, providing for their needs, and treating them with respect.

	Networks and Builds Awareness	Taking steps to actively position oneself and the organization in the network of potential buyers (e.g., joining groups, capitalizing on existing contacts, using events to build awareness of the organization's products).
Strategic Planning	Builds Talent Pipeline	Objectively determining the capability of staff in relationship to organizational needs, attracting new team members, and preparing for future talent requirements.
	Develops Business Opportunities	Recognizing business opportunities in a variety of situations and interactions as well as seeking out, making and closing sales.
	Fosters Innovation	Generating, encouraging and implementing novel approaches and ideas which support business growth and supporting productive experimentation.
	Generates Visionary Perspective	Designing both short-term and long-term organizational outcomes by anticipating and modeling future directions.
	Manages Resources	Structuring work by efficiently planning and coordinating activities, identifying critical paths to the completion of activities, and managing resources to accomplish objectives on time and within budget.
	Acts Resourceful	Identifying and procuring resources (human, financial, etc) when a need arises (often unexpectedly).
	Deals with Complexity	Knowing how to deal with complex situations or information; examining facts and trends to find the best way to handle things.
Team Player	Demonstrates Achievement Orientation	Displaying a strong desire to make significant accomplishments and showing determination to accomplish challenging goals.
	Collaborates	Willingly working with others towards common goals, understanding the responsibilities, activities and ways to foster business interrelationships.
	Demonstrates Global Perspective	Understanding key global trends and the organization's position within the global environment, working effectively with global partners, and identifying emerging markets, suppliers, distribution channels and customers.
	Fosters Learning	Creating an environment supporting the development of existing talent and efficient training of new colleagues.
	Listens Actively	Actively trying to understand when others are speaking, probing for information, and separating relevant from irrelevant information both in one-on-one and group situations.

Presents with Impact	Engaging the audience in a compelling manner, clearly conveying points in group and one-on-one settings, and demonstrating a clear understanding of audience needs and the objectives of the presentation.
Takes Accountability	Taking responsibility and ownership for organizational, team and personal commitments including outcomes of incorrect decisions or mistakes.
Takes Initiative	Taking proactive and constructive action at work with little or no direction from others.
Takes Prudent Risks	Demonstrating ability to assess probability of success and consequences of failure and encouraging others to take calculated and responsible risks.
Demonstrates High Energy, Enthusiasm, and Urgency	Showing interest and excitement in performing the job, projecting enthusiasm when interacting with others, and showing commitment and working extended hours as required.
Demonstrates Team Orientation	Demonstrating a desire to work with others in a team environment, participating in group decision-making, and providing help when needed.
Multitasks	Effectively and efficiently shifting back and forth between two or more activities or sources of information rather than just concentrating on one task while filtering out distracters.
Applies Technical Knowledge	Understanding and applying relevant technical knowledge to generate solutions and complete work requirements.
Generates Solutions	Identifying problems, critically reviewing facts, recognizing the root causes, and providing multiple, practical and sound solutions.
Maintains Industry Awareness	Staying current on industry and technical developments and understanding the competitive and economic environment in which the organization operates.
Writes with Impact	Writing in a clear, concise and persuasive manner, composing documents and email in accordance with professional and company guidelines, and utilizing correct grammar, spelling and word usage.
Builds and Maintains Product and Service Knowledge	Developing and maintaining up-to-date awareness of the organization's products and services.
Codes Information	Using coding systems to quickly and accurately verify information or to complete forms properly.

Demonstrates Sales Ability	Working to effectively sell products, services or ideas to external customers and introducing, promoting, and increasing product sales.
Interprets & Uses Information	Reviewing and interpreting information in order to understand rules, policies, procedures, general principles, or trends.
Learns Procedures	Learning a series of steps, rules, or guidelines needed to perform a specific task, responsibility, or role.
Leverages Systems, Methods and Procedures	Learning and applying a series of steps, rules, or guidelines needed to perform a variety of specific tasks (including following company policies and understanding technical concepts related to the tasks and goals of employees).
Demonstrates Reading Comprehension	Knowing how to read words and sentences, and comprehending the main points in a sentence or paragraph of text.
Reasons Quantitatively	Solving work-related problems through application of mathematical concepts and skills.
Uses Tables and Graphs	Effectively reading and understanding information in tables and graphs, and preparing tables and graphs that clearly and accurately present and summarize information (including selecting the appropriate method of data presentation).