


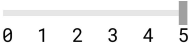


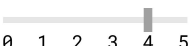




Job Scorecard		<div style="text-align: center;"> <p><b>Total</b></p> <p><b>3.9</b></p> </div>
Employee	Jason Cook	
Manager	Michael Klinger	
Position	Water Engineer	
Job Mission	Supply, manage and maintain clean water	
Interview date	2020-09-22	

Living Our Core Values	Score 2020-09-22	Actual	Target	Comments
We deliver quality and excellence in all we do.				
We are not arrogant nor do we treat people differently than how we would like to be treated. We are always respectful of everyone.				
Our clients expect us to respond to their questions and concerns quickly. Getting back to our clients promptly is one way we demonstrate our sensitivity to their issues and how much we care about them.				

Key Responsibilities	Score 2020-09-22	Actual	Target	Comments
Maintaining an awareness of current environmental issues				
Managing and maintaining water infrastructure operations				
Using a variety of specialist applications/simulation software				

Leadership and Expected Behavior	Score 2020-09-22	Actual	Target	Comments
Teamworking skills				
Problem-solving skills				
Communication skills				

Knowledge and Technical Skills	Score 2020-09-22	Actual	Target	Comments

Knowledge and Technical Skills	Score 2020-09-22	Actual	Target	Comments
Degree in a relevant subject such as chemical, civil, mechanical or environmental engineering, environmental science, geology or physical geography				
Genuine knowledge of the water industry and environmental issues				
IT skills				

Expected Outcome (KPIs)	Score 2020-09-22	Actual	Target	Comments
On-time delivery	80%	80%	95%	
Customer service - time to resolve complaints	8.5h	7.5h	6h	
Water quality tests (bacteriological)	65%	89%	95%	

Feedback and Planning	
Manager's Feedback	
Employee's Feedback	
Next Development Interview	2020-10-06 10:45

  
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 Jason Cook (Employee)  
 2020-09-22 22:16:30

  
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 Michael Klinger (Manager)  
 2020-09-22 22:16:30