

Job Scorecard		<p style="text-align: center;">Total</p> <p style="text-align: center;">3.7</p>
Employee	Lisa Campbell	
Manager	Michael Klinger	
Position	Controller - Pathfinder	
Job Mission	<ul style="list-style-type: none"> - Scouting trends and technologies - Bridging business with data scientists - Driving Controlling transformation 	
Interview date	2020-03-15	

Living Our Core Values	Score 2020-03-15	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 2020-03-15	Actual	Target	Comments
Scouting trends and technologies				
Bridging business with data scientists				
Driving Controlling transformation				

Leadership and Expected Behavior	Score 2020-03-15	Actual	Target	Comments
Strong communication skills				
Analytical skills				
Negotiation skills				

Knowledge and Technical Skills	Score 2020-03-15	Actual	Target	Comments
Bachelors degree (finance, business, or accounting)				
Relevant technical knowledge				
Excellent project manager				

Expected Outcome (KPIs)	Score 2020-03-15	Actual	Target	Comments
Adoption rate to innovation	62 %	65 %	75 %	
User satisfaction on innovative products (scale 1-5)	3	3	5	
Cash flow	2.1 M	2.6 M	3 M	

Feedback and Planning	
Manager's Feedback	
Employee's Feedback	
Next Development Interview	2020-03-23 14:00


 Lisa Campbell (Employee)

2020-03-15 22:09:10


 Michael Klinger (Manager)