

Job Scorecard

Employee	Rick Iverson	<div style="text-align: center;"> <p>Total</p> <p>4.0</p> </div>
Manager	Michael Klinger	
Position	Controller - Guardian	
Job Mission	<ul style="list-style-type: none"> - Managing risks - Giving guidance in governance processes - Performing internal process controls 	
Interview date	2020-04-05	

Living Our Core Values	Score 2020-03-11	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 2020-03-11	Actual	Target	Comments
Managing risk				
Giving guidance in governance processes				
Performing internal process controls				

Leadership and Expected Behavior	Score 2020-03-11	Actual	Target	Comments
Analytical skills				
Understanding of complex number systems				
Strategic thinking				

Knowledge and Technical Skills	Score 2020-03-11	Actual	Target	Comments
Bachelors degree (finance, business, or accounting)				
Experience in area IT governance				
Experience in planning and control of business processes				

Expected Outcome (KPIs)	Score 2020-03-11	Actual	Target	Comments
Risk variance	80%	83 %	98%	
Process acceleration, reduce throughput	28%	32 %	45%	
Cash flow	2.2M EUR	2.4M EUR	3M EUR	

Feedback and Planning	
Manager's Feedback	
Employee's Feedback	
Next Development Interview	2020-04-22 09:45

Rick Iverson (Employee)

2020-04-05 16:16:47

Michael Klinger (Manager)

2020-04-05 16:16:47