

# Project Manager

## LOOKING FOR

### Controller



A Controller is detail-oriented and conservative, with a preference for high quality and technical expertise.

[Learn More](#)

### Strategist



A Strategist is results-oriented, innovative and analytical with a drive for change.

[Learn More](#)

### Captain



A Captain is a problem solver who likes change and innovation while controlling the big picture.

[Learn More](#)

## THEY

Intense

Restless

Driving

Variety

Opportunities to work at a faster than average pace

Mobility

Clarity of tasks and duties

Deliver high-quality products and services

Manage multiple priorities

Take the Initiative

## NOTEWORTHY BEHAVIORS

Careful with rules

Conscientious

Thorough

Precise

Concerned with rules and accuracy

Proactive

Takes initiative

Competitive

Driven to get things done

Positive response to pressure

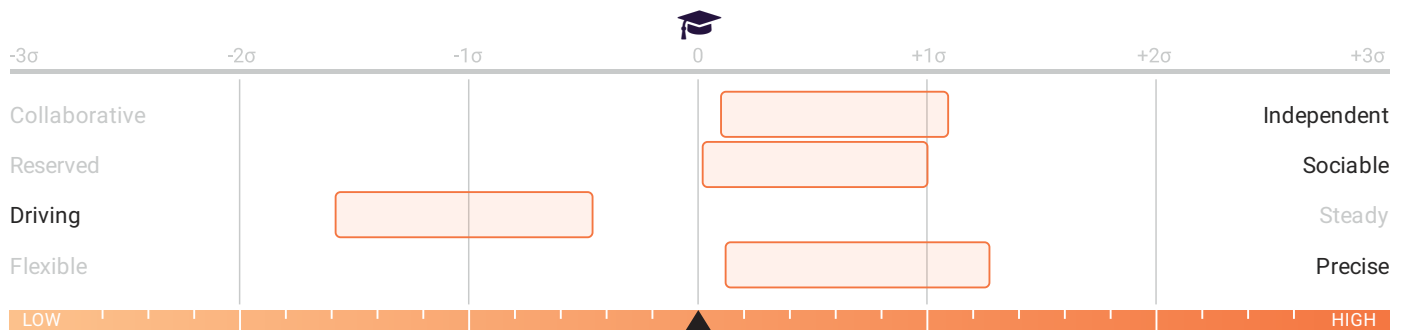
## SUMMARY

The focus of this job is on achieving accurate and timely results that support established organizational

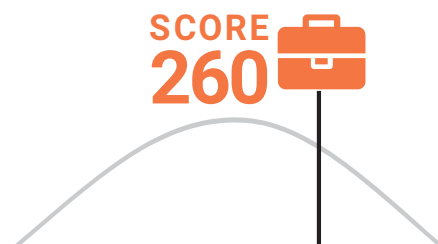
standards. Drive, determination, and taking responsibility for assuring company policies and procedures are correctly followed are necessary qualities for successful job performance. The job environment is structured and job expectations are well defined, supported by job training and on the job experience. While the pace of the work is faster than average, the timeliness and quality of results is never compromised. An active, positive response to a variety of challenges and time pressures is also required. The nature of the work requires quick decision-making, based on knowledge of pertinent information and an intention to reduce risk factors as much as possible. Careful, critical analysis of new ideas or innovations is important to assure any changes align with and support established practices. Firm decisions that support established policies and procedures need to be implemented in an authoritative manner. The job requires getting things done quickly and handling a variety of activities within a well-defined job scope. Because of the fast pace of the work, it is important that job related knowledge and responsibilities be learned and mastered quickly and thoroughly. It is expected that communication will be factual and authoritative, focused on continual problem solving to overcome any obstacles to achieving high quality, timely results. If the job requires delegation to others, it will be important to provide staff with a positive, supportive environment in which they can learn the tasks and procedures necessary to meet quality standards. The job environment provides recognition and reward for steady broadening of responsibilities based on initiative, proven competence and adherence to well established business practices.

## JOB CHARACTERISTICS

- Sense of urgency to achieve timely, quality results Varied activities Fast-paced environment
- Technical, analytical focus Work within established standards and guidelines Expertise-based problem solving
- Pro-active, problem solving orientation Minimize risk Authoritative, quick decision making based on knowledge and experience
- Communication is task based and factual Minimal collaboration is required, when it is, it is task or technically focused
- Authoritative leadership based on specialized expertise, knowledge of systems
- Directive leadership to meet established quality and time standards
- Some delegation of routine details is necessary, with opportunity for close follow up



## COGNITIVE TARGET





100

450

The ideal Project Manager candidate will have a score of at least 260 on the Predictive Index Cognitive Assessment.

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