Archtypes	Investment Manager			Financial Manager			Auditing and Assurance			Consulting Services			Academia			Innovating (Entrepreneur)			Technology and Digital Enabler			General Manager			Board committee member / External Governance			Industry Focus: Banking			Industry Focus: Public Sector		
Example roles	Financial Planning and Decision-making, Financial Advisory, Investment Analysis, Merger and Acquisitions, Portfolio / Fund Management / Trading, Carbon Credit Trader ** , Digital Currency Trader**			Financial Management, Corporate Finance, Accounting and Tax, Management Accounting, Statutory Accounting, Tax Consulting, Compliance (tax), Environmental and Social Impact Accounting **			Audit and Assurance, External Audit, Internal Audit, Public Sector Auditor, Risk Management, Compliance (legal), Artificial Intelligence Risk Manager **, Environmental and Social Impact Auditor **, Artificial Intelligence Auditor **, Algorithm Bias Auditor ***			Consulting, Management Consulting, Strategic Consulting, Business Analyst, Project Manager, Executive Coach, Environmental Consultants, Artificial Intelligence Personality Designer **, Tax Practitioner, Artificial Intelligence and Robotics Impact Analyst **			Professor, Academic, Education, Education of Artificial Intelligence Solutions **			Entrepreneur, Founder, SME CFO, Start-up Incubator, Research and Development, Product Innovation, Artificial Intelligence and Robotics Solution Designer **			Data Scientist, Information Management, Database Management, Machine Learning Data Tagging Analyst **, Cyber Calamity Forecaster **			Operational Management, Virtual Team Manager** Agile Workforce Manager **, Chief Purpose Planner **, Head of Diversity and Inclusiveness **, Head of Business Behaviour **			Chairman, Non-Executive Director, Executive Coach, Board Advisor, Governance Committee Member, Environmental and Social Impact Committee Member **, Diversity and Inclusivity Committee Member **, Interim Executive **			Credit Institutions Officer, Private Banker, Investment Banker, Wealth Banker, Real Estate Banker, Transactions Monitoring, Head of Miami Research, Head of Structured Trading, Carbon Credit Emissions Analyst **, Cryptocurrency Analyst ** , Blockchain Developer **			Tax Compliance Officer, Customs Officer, Head of Liability Management, Head of Economic Policy, Budget Manager, Intergovernmental Relations		
Level	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management	Entry level	Mid-management	Senior management
Professional values and attitudes																																		
Professional Ethics	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Business Ethics	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Professional Integrity	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Lifelong Learning	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Adaptive mindset	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Mindfulness	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Agility (PP)	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Ethics (PP)	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Personal Citizenship	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Business Citizenship	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Professional Citizenship	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Global Acumen	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Cross-functional [**]	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Business Intercultural Competence	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Global Acumen																																		
Financial Acumen [**]	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Risk Management [**]	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Regulatory Awareness **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Cyber-security [**]	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Sustainability Reporting ***	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Algorithm Skills ***	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Data analysis	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Public policy [**]	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Digital Literacy **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Digital Currencies ***	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Decision-Making Acumen																																		
Analytical Thinking **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Innovative Thinking **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Value Creation Mindset **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Sustainable Mindset **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Risk Mindset	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Scenario Learning **	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Professional skepticism	3	4	4	3	4	4	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Problem Solving	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3
Strategic Thinking		2	3		2	3		2	3		2	3		2	3		2	3		2	3		2	3		2	3		2	3		2	3
Critical Thinking	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2
Innovative Thinking																																		
Entrepreneurial Thinking																																		
Relational Acumen																																		
Communication skills	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Teamwork / People skills	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Emotional Resilience	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Self-awareness	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Self-management	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Emotional Regulation	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2
Managing others	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Relationship building skills										2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2
Influence Shades										2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2
Ethics																																		
Technical Competencies																																		
Strategy and governance to create sustainable value																																		
Risk Planning	2			2			2			2			2			2									2			2			2			2	
Financial Management	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4							2	2	4	4	4	2	3	4	2	3	4
Tax Planning		2	3		2	3		2	3		2	3		2	3		2	3																
Governance Model		2	3		2	3		2	3		2	3		2	3		2	3							2	2	4	4	4	2	3	4	2	3	4
Risk Strategy																																		
Balanced Scorecards																																		
Stewardship of capitals: business processes and risk management																																		
Operations Management	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3
Risk and Audit Management	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3
Business System Applications	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Testing, Analyse and Monitor	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3
Data Analysis and Visualisation		3	3		3	3		3	3		3	3		3	3		3	3		3	3		3	3		3	3		3	3		3	3	
Change Management																																		
New Developments and Protocols																																		
Technology [**]	2	2		2	2		2	2		2	3	4	2	2	2	2	3	4	2	3	4	2	3	4	2	2	2	2	2	2	2	2	2	2
Data Governance [**]																																		
Decision-making a) removes, decrease or transform capitals																																		
Financial Decision-making	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Investment Decision	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Resource Investment	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Financing Investment	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Mergers and Disposals	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Asset Management	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
OUTPUTS LEADING TO OUTCOMES																																		
Reporting (external market)																																		
Internal Financial Decision-making																																		
Planning Advice	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Compliance	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Management of	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Uses and Capabilities	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2	3	4	2
Assurance and related services																																		
Assurance Engagements		3			3			3																										
Internal Control	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	4	3
Audit of Historical Financial Statements		3			3			3																										