
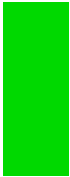




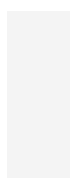


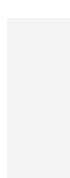


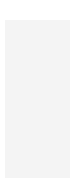
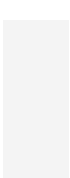









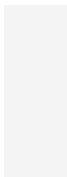


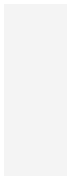


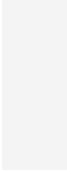
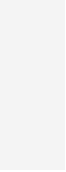

# ANALYST

## Performance Expectations

CORE COMPETENCIES	LEVEL 1	LEVEL 2	LEVEL 3
Exceptional Written & Verbal Communication			
DEI&B Mindset			
Critical Thinking Skills			
Builds Relationships			
Subject Matter Expert & Works Autonomously			

# ASSOCIATE

## Performance Expectations

CORE COMPETENCIES	LEVEL 1	LEVEL 2	LEVEL 3
Sets a positive example inside and outside of the office			
DEI+B Mindset			
Proven Solid Relationships across the company			
Exhibits Accountability			
Ownership in Area of Expertise and Showcases Critical Thinking Skills			

# VP

## Performance Expectations

**CORE COMPETENCIES**

**ALL SKILLS**

Skilled Communicator with Solid People & Project Mgt Skills

Self-initiator in Area of Specialization

Proven Time Management Skills

Capable of Contributing to Strategy for Area of Expertise

Drives High Level of Teamwork

Incorporates ESG & DEI+B Best Practices



# DIRECTOR

## Performance Expectations

CORE COMPETENCIES

ALL SKILLS

Capable of Managing Managers

Advanced Critical and Systems Thinking Skills

Exhibits a High Level of Executive Presence

Capable of Leading Strategy for Area of Expertise

Proven Leader of a High Performing Team

Ability to Leverage ESG & DEI+B Best Practices



# MANAGING DIRECTOR

## Performance Expectations

### CORE COMPETENCIES

### ALL SKILLS

Capable of Setting & Discussing Strategy at Executive Level

Strong Influencing and Communication Skills

Ability to Develop High Levels of Performance and  
Excellence in Others

Demonstrates Ability to Create a Culture of  
Positive Accountability and Empowerment

Proven Ability to Innovate and Successfully  
Resolve Problems

Capable of Maintaining Strong Client  
Relationship Skills

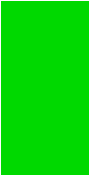


# SENIOR MANAGING DIRECTOR

## Performance Expectations

CORE COMPETENCIES	ALL SKILLS
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Skillful at Building Bench Strength in the Organization



Expert at Developing a High Performing Culture



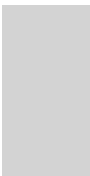
Demonstrated Skill in Fostering an Environment  
Where Others Can Excel in their Roles



Proven Ability to Resolve Complex Problems



Accomplished Organizational and/or Portfolio Management



Skillful at Integrating ESG & DEI + B Best Practices

