



**Graduate School
of Management**
St. Petersburg University



CAREER GUIDE

“Master in Management” program

CAREER CENTER GSOM SPbU



Career Guide

Navigator of the main positions in companies that graduates of the N program can apply for immediately after graduation

Approach

1. The employment statistics of graduates of the Master in Management program 2019-2023 are analyzed (the data is updated and supplemented annually)
2. A list of the most frequently encountered positions has been created
3. Using recruitment sites:
 - a profile of positions in terms of competencies has been compiled;
 - an approximate list of the main tasks has been defined;
 - the salary fork for beginners and experienced specialists has been determined;
 - possible horizontal and vertical career transitions are formulated
 - in order of importance, an approximate list of Hard and Soft Skills for beginners and experienced professionals is defined (some skills are optional)

Job title



Possible horizontal and vertical career transitions



XX-XXX thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- One of the tasks for a specialist in the described position
- One of the tasks for a specialist in the described position
- One of the tasks for a specialist in the described position
- One of the tasks for a specialist in the described position

GSOM SPbU graduate in the described position

Hard skills

"Hard" skills and specific knowledge necessary for a specialist in the described position

Soft skills

"Soft" skills necessary for a specialist (e.g., negotiation skills, efficient communication, teamwork organization, etc.)

Directions described in the Career Navigator:

Sales

Finance

Marketing & PR

HR

Entrepreneurship

SCM & Production

IT

Strategy

Science and Education

Professions described in the Career Navigator:

Sales

- Account Manager
- E-commerce Manager
- Category Manager
- Analyst

Finance

- Auditor
- Investment Analyst
- Financial Analyst
- Controlling Manager

Marketing & PR

- Brand Manager
- Marketing Manager
- SMM specialist, Digital Marketing Manager
- Account Manager
- PR Manager
- Trade-marketer
- Category Manager
- Customer research Manager

HR

- HR Manager
- Recruiter
- HR-brand Manager
- C&B Manager
- Performance Manager
- T&D Manager
- HR Analyst
- HR Business Partner (HR BP)
- HR records management
- Health&Safety

Professions described in the Career Navigator:

SCM & Production

- Production Manager
- Supply Chain Manager
- Analyst
- Planning Manager
- Customer Service Manager
- Transport Logistics Manager
- Purchasing Manager
- Warehouse Logistics
Manager

IT

- Project Manager
- Product Manager
- Business Analyst

Science and Education

- Methodologist of
educational products
- Educator
- Researcher

Strategy

- Market Development
Manager (international
markets)
- Business Development
Manager
- Consultant, Business
Analyst
- Assets Portfolio manager
- Performance control
manager

Consultant, Business Analyst



- Managing consultant
- Associate
- Transfer to industry



100-300 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Collect and analyze project data
- Identify clients' needs
- Participate in the development of a long-term strategy for the client's company
- Develop and implement possible solutions to the client's problem: entering a new market, optimization of processes, reducing costs, etc.
- Present solutions to clients and other stakeholders

GSOM SPbU graduates in the described position

Anna Provotorova, MiM 2021
Denis Egorenko, MiM 2021

Anna Sidorenko, MiM 2021
David Osipov, MiM 2021

Hard skills

project management

deep understanding of business processes

creating business reports

financial analysis

numeracy skills and financial modelling experience

Soft skills

focus on result

creative problem solving

critical thinking

presentation skills

excellent negotiation and communication skills

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Assets Portfolio manager



- Managing consultant
- Associate
- Head of Portfolio Management



100-300 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Devise and implement investment strategies and processes to meet client goals and constraints
- Construct portfolios
- Make decisions on what and when to buy and sell investments
- Manage day-to-day portfolio trading
- Performance measurement and risk management

GSOM SPbU graduates in the described position

The electives which will help you

Strategic Management Accounting

Alternative Investments and Portfolio Management

Budgeting and Management Control

Hard skills

risk management

deep understanding of business processes

investment management

financial analysis

numeracy skills and financial modelling experience

Soft skills

analytical skills

attention to details

critical thinking

time-management skills

excellent negotiation and communication skills

Performance control manager



- Managing consultant
- Associate
- Head of Performance control



100-300 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Benchmarking to aid strategic and business planning
- Performance monitoring and control
- Calculation of KPIs for key business areas
- Present solutions to clients and other stakeholders

GSOM SPbU graduates in the described position

The electives which will help you

Performance Management (MiBA)

Data-driven Decision Making for Product Managers

Business Processes Management and Information Technologies

Hard skills

project management

deep understanding of business processes

creating business reports

financial analysis

numeracy skills and developing budgets, forecasts experience

Soft skills

attention to details

creative problem solving

presentation skills

analytical skills

excellent negotiation and communication skills

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Business development manager



- Managing consultant
- Product manager
- Director of business development



80-400 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Regular review of the current goals and strategy of the company, considering the strengths and weaknesses of the organization, opportunities and threats of the external environment
- Development, planning and management of company and product KPIs
- Creation of financial and statistical models for the development of strategical recommendations
- Presentation and defense of the developed strategy and recommendations in front of colleagues and top management

GSOM SPbU graduates in the described position

Izmailova Sophia, Selectel
MiM 2019

The electives which will help you

Enterprise Architecture and Business Models: based on Data Analysis

Managing Intellectual Capital for Business Value Creation

New Product Management

Making Evidence-Based Decisions under uncertainty

Hard skills

project management

deep understanding of business processes

change management

crisis management

research and analytical skills (methods, principles instruments of analysis)

Soft skills

strategic, structural thinking

creative problem solving

business acumen

presentation skills

excellent negotiation and communication skills

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HR manager



- HR BP
- Employer brand manager



50-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Selection and hiring of specialists according to business goals
- Training and adaptation of employees
- Maintenance and development of labor conditions
- Development and implementation of motivation programs

GSOM SPbU graduates in the described position

Ripak Christina, MiM 2021
Mitusov Anatoly, MiM 2021

Babenko Polina, MiM 2019
Nazarnaya Evgenia, MiM 2019

The electives which will help you

Talent management:
Global Challenges and Asian Perspective

Performance Management

Behavioral Economics and Decision Making

Hard skills

understanding of business processes

knowledge and application of HR-analytics metrics, usage of HRMS

knowledge of labor law

selection & recruitment skills

knowledge of theory of motivation, conflict management, basics of mentoring and coaching

Soft skills

active listening and empathy

cross-cultural communication

decision making skills

presentation skills

excellent negotiation and communication skills

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HR Brand Manager



- Head of Recruitment
- HR Business Partner



40-150 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Development of online and offline initiatives to increase recognition of the HR-brand of the company
- Providing an inflow of highly professional applicants
- Forming a corporate culture that enhances the employer's brand
- Development of corporate volunteering

GSOM SPbU graduates in the described position

The electives which will help you

Budgeting and Management Control

Business Processes Management and Information Technologies

Managing Intellectual Capital for Business Value Creation

Hard skills

project-management

understanding of labor market trends

ability to work with digital communication channels

event-management

knowledge of candidate selection techniques: analysis of resumes and assessment of applicants to identify talent

Soft skills

creativity, problem solving

strategic and analytical thinking

decision making skills

presentation skills

the ability to build effective communication and organize teamwork

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Compensation & Benefits Manager



→ HR Director
→ Head of C&B



50-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Building a system of material and non-material motivation
- Personnel cost budgeting
- Research of remuneration systems, bonus programs, compensation systems
- Determination of the degree of satisfaction of the company's employees with the motivation system

GSOM SPbU graduates in the described position

The electives which will help you

Business Processes Management and Information Technologies

Strategic Management Accounting

Budgeting and Management Control

International Accounting and Analysis

Hard skills

knowledge of financial planning

knowledge of Excel at the level of writing complex formulas, VBA, summary tables

knowledge of forms and systems of remuneration of labor, incentives

1C skills

ability to work with performance indicators, methods of analysis and accounting

Soft skills

analytical thinking

attention to detail

structural thinking

self-organization

ability to work with large amounts of information

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Recruiter



→ HR Manager
→ Headhunter
→ Career Consultant



40-100 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Making a list of requirements for the applicant, the profile of the position
- Labor market analysis
- Searching, attracting, selecting and evaluating candidates
- Presentation of candidates at all stages of the selection process with the employer

GSOM SPbU graduates in the described position

The electives which will help you

Behavioral Economics and Decision Making

Talent management: Global Challenges and Asian Perspective

Challenges to Global Political Economy

Hard skills

understanding of business processes

basic knowledge of psychology, rhetoric, logic

knowledge of labor law

proficiency in candidate search technology

knowledge of testing and interviewing techniques

Soft skills

active listening and empathy

cross-cultural communication

decision making skills

stress tolerance

excellent negotiation and communication skills

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Financial analyst



- Senior financial analyst
- Financial manager



60-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Economic calculations necessary for making management decisions
- Calculation of indicators characterizing the financial performance of the company
- Formation and development of reporting documents, analytical notes and presentations
- Participation in the formation of the company's budget
- Preparation of investment recommendations for the company

The electives which will help you

Financial Econometrics (MCF)

Infrastructure and & Project Finance

Business Analytics and Big Data

Alternative Investments and Portfolio Management

Hard skills

financial modeling

advanced Excel, programming basics

evaluation and analysis of investment projects

visualization of results

knowledge of corporate finance, financial management, basics of IFRS and RAS, principles of managerial accounting and financial analysis

Soft skills

critical thinking

self-organization

structural thinking

attention to detail

ability to work with large amounts of information

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Marketing manager



- Marketing director
- Brand manager
- Product marketing manager



50-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Development of marketing strategy for the company and its products
- Implementation of marketing plans and strategies, development and implementation of marketing campaigns
- Setting tasks for copywriters, designers, SEO- and SMM- specialists, sales managers
- Studying the needs of the audience, identifying the "pains" of customers
- Customer segmentation

GSOM SPbU graduates in the described position

Shibanova Ksenia, MiM 2021
Blokhina Daria, MiM 2020

Sheremeeva Anastasia, MiM 2020
Arzhanykh Ksenia, MiM 2019
Dvoretzskaya Anastasia, MiM 2021

The electives which will help you

Consumer Behavior

International Marketing: Expanding to Global South Markets

Strategic Marketing

Sustainable Marketing

Hard skills

project management

deep understanding of business processes

knowledge of digital marketing instruments, SMM and SEO basics

working with text, content creation

skills of working with different channels of promotion and sales, understanding of their specifics

Soft skills

adaptability and multitasking

creativity

analytical thinking

sales skills

excellent negotiation, communication, and organizational skills

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Product manager



- Senior Product Manager
- Director of Product
- VP of Product



80-300 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Analysis: market research, competitor analysis, identifying the customer problem and the value that the product/product feature offers
- Creating a product concept and agreeing it with stakeholders
- Creation of a product roadmap - a long-term and short-term plan according to which the team is working
- Choice of product metrics (product performance metrics)
- Management of product development process

GSOM SPbU graduates in the described position

The electives which will help you

Basics of Product Management

Data-driven Decision Making for Product Managers

Project Management

Hard skills

skills of research and analysis of market & consumer

knowledge of economics and finance

basic knowledge of IT development

deep understanding of business processes in the chosen industry

Soft skills

critical, structural and strategic thinking

creative problem solving

prioritization of work objectives

leadership skills

excellent negotiation, communication, and organizational skills

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PR manager



- Marketing manager
- Communications Director



45-150 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Development of a media interaction strategy to increase the company's presence in the channels of interest
- Handling requests from the media: organizing interviews, transmitting comments
- Creation of content for press releases and articles, preparation of presentations
- Establishing and maintaining partnerships for sponsorship and advertising
- Development, implementation, and evaluation of PR campaigns to maintain the company's image in the market

GSOM SPbU graduates in the described position

Tultseva Anastasia, bachelor graduate 2021

Olifir Sergey, bachelor graduate 2020

The electives which will help you

Decision Intelligence

Visual Analytical Mindset (MiBA)

Marketing in Social Media

Hard skills

copywriting

research skills

knowledge in marketing, brand management, journalism, SMM

event-management

Soft skills

public speaking, presentation skills

strategic and critical thinking

creativity

effective communication and relationship building skills

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Supply Chain Manager



- COO
- CSCO
- Supply chain director



80-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Support for the planning process of purchases, sales and operations
- Cost optimization at all stages of the supply chain
- Coordination of interaction between departments of the supply chain
- Monitoring the level of loading of warehouses, as well as stocks and delivery volumes
- Identification and correction of errors in supply chain workflows

GSOM SPbU graduates in the described position

Novikov Vladislav, bachelor graduate 2020
Tsvetaeva Alena, bachelor graduate 2020
Fotuyama Victoria, bachelor graduate 2020

The electives which will help you

Operations Management in Digital Transformation

Supply Chain Management: Global South Perspectives

Business Processes Management and Information Technologies

Hard skills

project management

understanding of business processes, including those in e-commerce and digital segments

mathematical modeling and flow optimization

lean management, kaizen, continuous improvement

basics of transport and customs legislation, legislation in the field of international and local transportation

Soft skills

analytical approach, the ability to draw conclusions from big data

problem solving

effective communication and ability to work in a team

conflict management

organizational skills, improvement and optimization of processes

Production manager



- Production Director
- Operations Manager -> COO
- Factory director



70-250 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Planning the production process in accordance with the goals of the company
- Development and implementation of strategies to improve product quality and achieve operational efficiency
- Monitoring the implementation of the production plan, motivating employees to achieve the set production goals
- Collaborate with supply chain managers to ensure optimal inventory levels

GSOM SPbU graduates in the described position

Kobrina Ekaterina, bachelor graduate 2021
Matveeva Olga, bachelor graduate 2020

The electives which will help you

Strategic Management Accounting

Energy Transition Dynamics: Fossils and Renewables

Business Processes Management and Information Technologies

Business and Climate Change

Hard skills

project management

basics of quality control, understanding of the principles of 5S

innovation management

lean management, kaizen, continuous improvement

Soft skills

decision making skills

problem solving

effective communication and negotiation

conflict management

organizational skills, improvement and optimization of processes

Brand Manager



- Senior Brand Manager
- Product Manager
- Director of Marketing



60-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Definition and control over the implementation of all aspects of the brand strategy, including assortment and pricing policy
- Cost analysis and margin management of products, budget planning
- Analysis of the market, consumers, competitors to support business strategies; development of a marketing plan, marketing campaigns
- Multifunctional work to achieve KPIs of a product category: sales, operations, finance, digital, PR, HR, procurement, etc.

The electives which will help you

Marketing of Innovative Products

Strategic Marketing

Decision Intelligence

International Business Strategy

Hard skills

understanding of business processes

knowledge of marketing and brand management basics, knowledge of all elements of the marketing mix

understanding of the specifics of working with different channels of promotion and sales

knowledge of methods and tools for researching the market, competitors and consumers

Soft skills

prioritization of objectives and areas of work

creativity, problem solving

skills in making strategic, operational, urgent decisions

strategic and analytical thinking

excellent negotiation, communication, and organizational skills

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SMM specialist, digital marketing manager



→ PR Manager
→ Head of Marketing and Internet Communications



30-100 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Development and implementation of SMM-strategy of a brand/company
- Creation of a content plan
- Content creation: text and format development; photos, videos, illustrations, etc.
- Moderation of pages and groups in social networks, work with reviews
- Content Performance Analysis

GSOM SPbU graduates in the described position

The electives which will help you

Digital Marketing Management

Marketing in Social Media

Sustainable Marketing

Hard skills

community management

content management, work with influencers

understanding of specifics of different social networks, media platforms, knowledge of specifics of promotion

knowledge of analytical tools

copywriting, literacy

Soft skills

artistic, visual taste

adaptability, flexibility

ability to quickly grasp a topic

creativity

structural and analytical thinking

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Project Manager



→ Senior Product Manager
→ COO



60-250 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Communication with a client, formulating and prioritizing requirements, maintaining communication with a client until the project is delivered
- Planning of all stages of work on the project and coordination of the teams involved in the implementation of the project
- Preparation of technical specifications for the project team specialists in accordance with the requirements of client's and company's goals
- Project document coordination
- Monitoring the timing and quality of tasks, prompt resolution of emerging issues on processes and team interactions

GSOM SPbU graduates in the described position

Efimov Dmitry, MiM 2021
Alena Medushenko, MiM 2020

The electives which will help you

Infrastructure and Project Finance

Project Management

Business Processes Management and Information Technologies

Hard skills

risk management

understanding of all technical and business processes that make up the work on a project

knowledge of work organization methods (SRCUM, Agile, etc.)

knowledge of project management instruments (Miro, Trello, Jira, etc.)

Soft skills

structural, strategic thinking

leadership skills

prioritization of work objectives and areas, decision making

focus on result, attention to detail

excellent negotiation, communication, and organizational skills

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Entrepreneur



- Corporate Entrepreneur
- CEO

Job Description

- Hiring effective employees and managing a team
- Search for opportunities for business developing, attracting investments
- Operational management, organization of all processes
- Employee motivation
- It is important to note that there is no single list of tasks for an entrepreneur, because an entrepreneur takes care of everything in his/her business

GSOM SPbU graduates in the described position

Egorenko Denis, MiM 2021 Seliverstova Anastasia, MiM 2021
Baranova Ekaterina, MiM 2021 Gorshinev Semyon, MiM 2021

[more information about business projects of GSOM SPbU graduates](#)

The electives which will help you

Entrepreneurship

Enterprise
Architecture and
Business Models:
based on Data
Analysis

Designing Innovating
Enterprise Beyond
Profit

Financial Technologies

International Business
Strategy

Hard skills

hypothesis testing

ability to prioritize customer
needs

basics of doing business: financial management, marketing
(especially digital marketing, SMM)

product development,
project management

analysis of market,
competitors, consumers

Soft skills

leadership and negotiations
skills

networking

ability to deal
with failure

sales skills

strategic and analytical thinking

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Investment analyst



- Senior Investment Analyst
- Associate



100-300+ thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Analysis of activities of companies, financial and non-financial information about them to make decisions on investing in these projects
- Creation and analysis of business plans
- Preparation of financial reports and financial models
- Assessment of costs, prospects and risks of investments
- Support of investment transactions, protection of investment projects, participation in raising investment capital

GSOM SPbU graduates in the described position

Sivkova Anna, VTB, bachelor graduate 2021

Kilnesova Elizaveta, bachelor graduate 2019

The electives which will help you

Risks and Risk Management

Sustainable Finance

Financial Econometrics

Alternative Investments and Portfolio Management

Hard skills

financial modelling

knowledge of corporate finance

knowledge of financial reporting standards (RAS, IFRS), ability to analyze all forms of financial statements

advanced Excel

investment valuation, assessment of companies and risks

Soft skills

analytical and structural thinking

stress resistance

business acumen, curiosity

excellent communication skills

attention to detail, focus on results

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Account Manager



- Head of the Client Relations Department
- Account manager for working with leading clients



40-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Preparation of commercial proposals
- Solving customer requests and problems (both B2B and B2C) considering the interests of the company, selling goods/services of the company and negotiating
- Development and implementation of strategy for working with a client to establish long-term business relationships
- Participation in the coordination of work on the client's project, negotiations on project deadlines
- Reporting to clients, presentation of the company's solution

GSOM SPbU graduates in the described position

Ekaterina Andreeva, MiM 2021
Sales Manager, SAP

Zakrevskaya Yanina, MiM 2020
Ilya Mazurov, MiM 2021

The electives which will help you

Behavioral Economics and Decision Making

Decision Intelligence

Business Analytics and Big Data

Hard skills

project management

knowledge of project management instruments (Miro, Trello, Jira, etc.)

usage of CRM-systems

preparation of business presentations

Soft skills

presentation skills

stress resistance

sales skills

excellent negotiation, communication, and organizational skills

ability to build and maintain relationships with clients and partners

Methodologist of educational products



→ Product Manager



50-200 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Market research of educational programs and services, educational methods, as well as target audience of educational products
- Development of structure of educational programs, determination of the necessary content
- Coordination of work with experts
- Management of project team: copywriters, editors, designers, etc.
- Development of metrics and tracking the effectiveness of educational process, implementation of improvements

GSOM SPbU graduates in the described position

Matveeva Olga, bachelor graduate 2020

Voytovich Nadezhda, Changellenge >> Education, bachelor graduate 2019

The electives which will help you

Introduction to Graphical Data Analysis

Development Essentials

Industry Sustainable Transformation

Career Planning

Visual Analytical Mindset

Hard skills

project management

knowledge of educational methods, understanding of educational process

advanced level of research and analytical skills (methods, principles and analysis tools)

Soft skills

analytical, structural thinking

prioritization of work objectives and areas of work, decisions making

excellent negotiation, communication, and organizational skills

E-commerce Manager



→ Senior E-commerce Manager
→ Marketing Director



50-180 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Organization of online sales channel, integration of online store in business process
- Administration of online stores
- Building a sales funnel
- Organization and holding of marketing events
- Management of e-commerce project team: copywriters, designers, developers, etc.

The electives which will help you

Digital Marketing Management

Operations Management in Digital Transformation

Marketing of Innovative Products

Business Processes Management and Information Technologies

Hard skills

project management

basics of web development, website development, UX / UI design

knowledge of specifics of digital channels, basics of online commerce and business (media planning, pricing, assortment management)

knowledge of analytical tools (Google Analytics, Yandex.Metrica, etc.)

Soft skills

analytical, structural thinking

sales and customer service skills

attention to detail, focus on result

Auditor



- Senior Auditor
- Business Analyst
- Consultant



50-250 thousand rubles salary fork in Russia at the initial position – positions with 5+ years of experience

Job Description

- Conducting an audit of accounting / tax accounting and reporting
- Checking the legitimacy of financial transactions
- Preparation of audit reports
- Development of recommendations for improving financial reporting
- Assistance in the development, implementation and maintenance of internal audit procedures and risk assessment processes

GSOM SPbU graduates in the described position

Geraskova Antonina, bachelor graduate 2019
Emelyanenkova Daria, bachelor graduate 2019

The electives which will help you

Strategic Management
Accounting

Budgeting and
Management Control

Infrastructure & Project
Finance

Hard skills

advanced Excel

deep understanding of business processes

knowledge of IFRS and RAS, principles of accounting, tax accounting and financial analysis

knowledge of corporate finance, financial management

Soft skills

focus on result

attention to detail

excellent communication skills

critical structural thinking

Market Development Manager (international markets)



- Director of international expansion
- CEO

Job Description

- Development and implementation of strategies for entering new markets
- Coordinating work of a cross-functional management team (marketing, logistics, finance, lawyers, etc.)
- Conducting a complete analysis of internal and external business environment, competitors, consumers, best practices, opportunities and threats, etc.
- Development, adaptation and launch of marketing campaigns
- Managing the entire process of launching a business in a new market

The electives which will help you

International
Marketing: Expanding
to
Global South Markets

Talent management:
Global
Challenges and Asian
Perspective

International Business
Strategy

Challenges to Global
Political Economy

Hard skills

project
management

media planning,
marketing basics

financial
modelling

business planning

advanced level of research and analytical skills (methods,
principles and analysis tools)

Soft skills

Establishment and development of
partnerships, business relationships

negotiation

excellent communication and
organizational skills

focus on results

prioritization of objectives and areas of work, decision
making

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