



Knowledge: The staff member possesses and exhibits the functional knowledge needed to perform the duties and satisfy the responsibilities of their position.

Skill: The staff member possesses and exhibits the skills required to perform the duties and satisfy the responsibilities of their position.

Behavior: The staff member exhibits the behaviors necessary to successfully perform the duties and satisfy the responsibilities of their position in line with Pace's core values.





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(Applies to members of the Management Council)

Makes difficult decisions and takes decisive action, including taking unpopular stands, when necessary.

Confronts issues and problems in discussions with management.