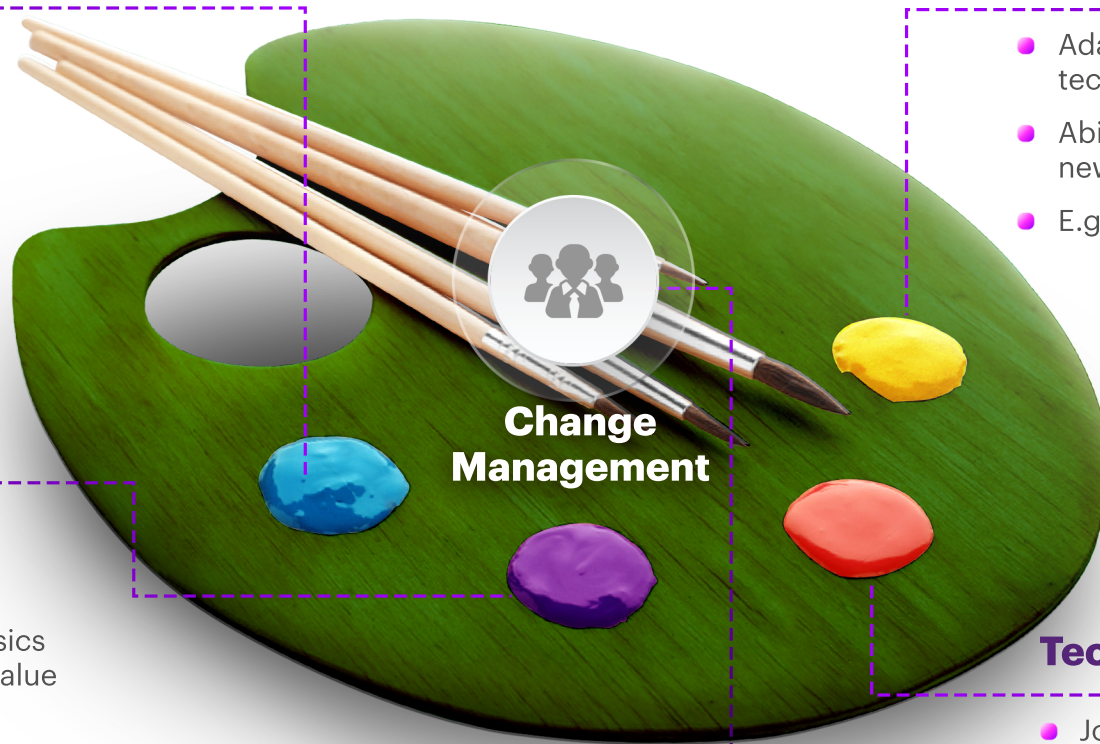


Business Acumen

- Understand business strategy, company's products and/or services, and its financial metrics
- Ability to sense market orientation and find new business opportunities
- E.g. Entrepreneurship, strategic thinking

Green Skills*

- Engineering and technical skills to design and construct sustainable developments and projects
- Science skills stemming from physics and biology, including related to value chains in utilities
- Operation management skills such as life cycle management and lean production
- Monitoring skills encompassing technical and legal aspects of environmental compliance and monitoring



Change Management

- Ability to drive mindset and behaviour shifts both at individual and organizational level
- Ability to see change as an opportunity to grow and innovate, identify key areas for change to improve efficiencies
- E.g. Leadership, stakeholder management

Digital Literacy

- Adapt, manage and integrate technology based on job needs
- Ability to learn continuously through new technology applications
- E.g. Agile, digital transformation

Technical Capabilities

- Job-specific technical knowledge and expertise, functional driven
- Can be learned through on-the-job experience or structured learning
- E.g. Programming, Graphic Design

*Source: United Nations Industrial Development Organisation; <https://www.unido.org/stories/what-are-green-skills>