| | | Engineer Design | | | | | | | | | | | | | | | Product Development | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Function | Associate Name | Engineering Design 1 | Engineering Design 2 | Engineering Design 4 | Engineering Design 3 | Engineering Design 456 | Engineering Design 45654 | Engineering Design 645654 | Engineering Design 56768768 | molecule analysis | molecule analysis 2343 | molecule analysis 54654 | molecule analysis 645654 | Transporter Technology | Transporter Technology 67567 | Tox Assays | Project Leadership, Core Team Leader | R&D Technical Lead Core Team member | Gate Product Development | Design Control | Application of Design For | Design for Manufacturability | Customer Interaction / analysis |
| R&D | associate1 | 1 | 0 | 0 | 0 | 3 | 0 | 3 | 1 | 2 | 1 | 3 | 4 | 2 | 2 | 1 | 2 | 2 | 4 | 4 | 4 | 2 | 2 |
| R&D | associate2 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 4 | 3 | 1 | 3 | 2 | 3 | 2 | 1 | 2 | 2 | 4 | 4 | 4 | 2 | 2 |
| R&D | associate3 | 0 | 0 | 0 | 0 | 3 | 3 | 2 | 3 | 2 | 1 | 4 | 2 | 3 | 2 | 1 | 2 | 2 | 4 | 4 | 4 | 2 | 2 |
| R&D | associate4 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 3 | 4 | 1 | 2 | 1 | 4 | 2 | 5 | 4 | 4 | 3 | 3 |
| R&D | associate5 | 2 | 2 | 4 | 3 | 4 | 1 | 3 | 1 | 2 | 2 | 3 | 5 | 3 | 4 | 2 | 3 | 5 | 5 | 4 | 4 | 3 | 4 |
| R&D | associate6 | 1 | 0 | 0 | 2 | 4 | 4 | 4 | 2 | 3 | 1 | 4 | 2 | 3 | 3 | 1 | 3 | 5 | 5 | 4 | 4 | 3 | 4 |
| R&D | associate7 | 3 | 2 | 2 | 2 | 4 | 1 | 4 | 1 | 3 | 4 | 3 | 2 | 5 | 4 | 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| R&D | associate8 | 2 | 1 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 |
| R&D | associate9 | 4 or 5 | 4 or 5 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 1 | 1 | 1 | 1 | 2 |
| | key areas for open pos---> | | | | | | | | | | | | | | | | | | | | | | |
| | key overall gaps---> | | | | | | | | | | | | | | | | | | | | | | |
| | lack of depth---> | | | | | | | | | | | | | | | | | | | | | | |

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|---|---|---|
| 5 | Subject Matter expert | CTL/CTM |
| 4 | Very proficient in skill, able to train others | DL SME |
| 3 | Proficient in skill, able to perform skill without supervision | Proficient |
| 2 | Basic working knowledge, can execute plan requires supervision for more complex tasks | New to role |
| 1 | Limited ability with skill Very new to technique or requires retraining, requires supervision or input from others | Potential |
| 0 | no practical experience | |