

Collaboration

Technical Skills, incl. legislation and IPR

Basic

- Ability to apply, assess and reflect upon the choice of methods for collaboration;
- Ability to describe, categorise, analyse and discuss specific practical issues;
- Accepts various roles and an equitable share of the work in a group;
- Builds healthy peer relationships through personal and media-assisted interactions;
- Works with others to resolve conflicts and build consensus to achieve group goals;
- Shares information, resources and knowledge to solve problems;
- Looks for and acts on new ideas and opportunities.

Intermediate

- Evaluates and critically discuss concrete collaboration practices;
- Ability to put the results of the work into perspective in a broader context;
- Confidence in contributing to different types of collaboration - team, community, network, open innovation;

Proficient

- Ability to plan and conduct group work on a specific project;
- Ability to identify the collaboration and innovation drivers (market, users, technology, social trends). etc.)
- Categorizes collaborative ideas for immediate, medium and longer term development;
- Understands the process of change and actively manages changes through readiness and impact assessment;
- Monitors and articulates goals with stakeholders;
- Analyses internal and external input and brokers among various stakeholders interests;
- Actively creates and uses channels for soliciting input from collaborators.

Expert

- Development, implementation and analysis of corporate strategies for internal and external collaboration in team with top management;
- Disseminates and evaluates stimuli for sharing of ideas and problem solving across persons, groups and units;
- Develops and implements strategic and competitive intelligence plans;
- Mitigates against compromising IPR, when dealing with external partners in international projects;
- Develops and puts in place incentives and disincentives for cooperation.

Social-emotional skills

Basic

- Ability to identify strenghts in self, community and culture;
- Sets and monitors personal goals;
- Reflective listening;
- Recognises opportunities;
- Reflects on own experience based on own activities and learn from it.

Intermediate

- Bases decisions on safety, social and ethical considerations;
- Be aware of own judgements and biases in securing networks and information;
- Evaluates consequences of different actions;
- Awareness of others and an ability to detect their emotions and understand their perspective;

Proficient

- Builds relationships with diverse individuals and groups;
- Profound listening skills;
- Proper stress identification, tolerance and control;
- Adaptability to change.

Expert

- Profound level of self-control and control of social relationships in the team;
- Self-motivation and ability to motivate others;
- Makes constructive safe choices and decisions;
- Perspective thinking.

Cultural responsive skills

Basic

- Demonstration of empathy;
- Recognition of cultural diversity;
- Respectfulness for diversity in team and in external groups and stakeholders;
- Integrity and accountability;
- Responds positively to ideas, opinions, values and traditions of others.

Intermediate

- Inclusiveness of different opinions;
- Perceptiveness to cultural implications;
- Appropriate use of humour;
- Use of a foreign language at Europass level B+.

Proficient

- Recognises basic features of different corporate cultures;
- Ability to take into account cultural specifics in multi-cultural teams;
- Applying, substantiating and critically reflecting on one or several cultural analytical approaches in relation to the collaboration topic;
- Use of foreign language at Europass level C.

Expert

- Demonstration of discretion in development;
- Ability to encourage diversity in the team;
- Ability to manage and mentor teams with diverse cultural background;
- Use of at least one foreign language at Europass level C and at least one more at Europass level B.

Creative Skills

Basic

- Demonstrates curiosity and joy to experiment with new digital devices and ways for better cybersecurity measures;
- Creative organisation of own work and tasks to optimize own performance;
- Demonstrates acceptance to new ideas and new knowledge without judgement.

Intermediate

- Ability to find new ways to express own ideas;
- Ability to find something new in existing concepts;
- Embraces the spirit of unknowing, shows joy in experimenting and play;
- Familiar with forms of expression of new concepts and ideas.

Proficient

- Willingness to question everything and never stop asking questions, "What if...";
- Ability to use various thinking techniques such as brainstorming, design thinking, 6 thinking hats, etc. for generation of ideas and finding new solutions to existing problems;
- Familiar with tools to turn new concepts and ideas in cybersecurity of data and products/services.

Expert

- Confident in being flexible, adaptable and functioning well with uncertainty;
- Makes balanced hypotheses, exploring ways of better and new cybersecurity measures and providing guidance;
- Evaluates impact and probability of success of various options;
- Ability to apply creative process to various situations and teams.