

10. Competencies auction

Please note that these are rough estimates and can vary based on many factors. Additionally, some competences are applicable to a wide range of jobs, and earnings can depend on the specific industry and geographic location. Always research specific roles and industries for the most accurate salary information.

LIST OF COMPETENCES FOR THE PARTICIPANTS

1. Microsoft Office Suite: Word, Excel, Access, Publisher, Outlook, PowerPoint Data Entry

- **Jobs:** Administrative Assistant, Data Entry Clerk, Office Manager
- **Earnings:** Salaries can range from €30,000 to €60,000, depending on the role and experience.

2. Accounting/Excel

- **Jobs:** Accountant, Financial Analyst, Budget Manager
- **Earnings:** Salaries vary, with accountants typically earning between €50,000 and €100,000 or more.

3. Enter Data in Different Programs

- **Jobs:** Data Entry Specialist, Database Administrator, Research Assistant
- **Earnings:** Salaries range from €30,000 to €60,000 or more, depending on the role.

4. Research and Data Analysis

- **Jobs:** Market Research Analyst, Data Scientist, Research Scientist
- **Earnings:** Salaries can range from €50,000 to €150,000 or more, depending on the role and industry.

5. Development of Web Applications

- **Jobs:** Web Developer, Software Engineer, Front-End Developer
- **Earnings:** Salaries typically range from €60,000 to €150,000 or more, depending on expertise and location.

6. Ability to Interact with an Application or Website

- **Jobs:** User Interface Designer, User Experience Tester, Help Desk Support
- **Earnings:** Salaries vary based on job type and industry, ranging from €40,000 to €120,000 or more.

7. Technical Writing: Documentation, Reports, Projects,

etc. **Jobs:** Technical Writer, Content Developer, Instructional Designer

- **Earnings:** Salaries can range from €50,000 to €100,000 or more, depending on expertise and industry.

8. Using Cloud Networks and Sharing Files

- **Jobs:** Cloud Solutions Architect, IT Administrator, Systems Engineer
- **Earnings:** Salaries range from €60,000 to €150,000 or more, depending on the role and expertise.

9. SEO/ SEM Marketing

- **Jobs:** SEO Specialist, SEM Manager, Digital Marketing Manager
- **Earnings:** Salaries vary widely, from €40,000 to €150,000 or more, depending on experience and industry.

10. UI/ UX Design

(create user-friendly interfaces that enable users to understand how to use complex technical products)

- **Jobs:** UI/UX Designer, Interaction Designer, User Experience Researcher
- **Earnings:** Salaries typically range from €60,000 to €150,000 or more, depending on experience and location.

11. Video Production

- **Jobs:** Video Producer, Film Director, Video Editor
- **Earnings:** Salaries can vary widely, from €40,000 to €150,000 or more, depending on expertise and industry.

12. Data Security

- **Jobs:** Information Security Analyst, Cybersecurity Engineer, Chief Information Security Officer (CISO)
- **Earnings:** Salaries typically range from €70,000 to €150,000 or more, depending on expertise and industry.

13. Project/ Campaign Management

- **Jobs:** Project Manager, Campaign Manager, Event Coordinator
- **Earnings:** Salaries range from €50,000 to €150,000 or more, depending on the project scope and industry.

14. Social Media and Mobile Marketing

- **Jobs:** Social Media Manager, Digital Marketing Specialist, Mobile App Marketer
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on experience and industry.

15. Create Advertising Campaigns

- **Jobs:** Advertising Manager, Creative Director, Marketing Strategist
- **Earnings:** Salaries can range from €50,000 to €150,000 or more, depending on the level of responsibility and industry.

16. Marketing B2B

- **Jobs:** B2B Marketing Manager, Business Development Specialist, Account Executive
- **Earnings:** Salaries vary, with B2B marketing roles typically offering salaries between €50,000 and €120,000 or more..

17. Edit Texts

- **Jobs:** Editor, Copywriter, Content Manager
- **Earnings:** Salaries range widely, from €40,000 to €100,000 or more, depending on expertise and industry.

18. Instruments CMS

- **Jobs:** Content Manager, Website Administrator, CMS Specialist
- **Earnings:** Salaries can range from €40,000 to €90,000 or more, depending on the organization and level of responsibility.

19. Creative Writing

- **Jobs:** Writer, Author, Copywriter
- **Earnings:** Salaries vary widely based on the type of writing and level of success, ranging from €30,000 to six-figure incomes.

20. Fluency in a Foreign Language

- **Jobs:** Translator, Language Teacher, International Business Manager
- **Earnings:** Salaries vary based on the role and language, ranging from €30,000 to €100,000 or more.

21. Assertiveness

- **Jobs:** Sales Manager, Negotiation Specialist, Leadership Coach
- **Earnings:** Salaries vary based on the role and industry, ranging from €40,000 to €150,000 or more.

22. Tolerance

- **Jobs:** Conflict Resolution Specialist, Diversity Trainer, Social Worker
- **Earnings:** Salaries vary, with social workers typically earning between €40,000 and €60,000 or more.

23. Perseverance

- **Jobs:** Entrepreneur, Research Scientist, Athlete
- **Earnings:** Highly variable, depending on the individual's pursuits and level of success.

24. Active Listening

- **Jobs:** Counselor, Customer Service Representative, Mediator
- **Earnings:** Salaries vary widely, with counselors typically earning between €40,000 and €70,000 or more.

25. Six Sigma Methodology

(quality improvement methodology for businesses that counts the number of flaws in a process)

- **Jobs:** Quality Manager, Process Improvement Specialist, Lean Six Sigma Black Belt
- **Earnings:** Salaries range from €60,000 to €120,000 or more, depending on expertise and industry.

26. Porter's Five Forces (marketing tool for market analyze)

- **Jobs:** Strategic Analyst, Market Researcher, Management Consultant
- **Earnings:** Salaries can range from €50,000 to €120,000 or more, depending on experience and industry.

27. Delegation of Tasks

- **Jobs:** Manager, Team Leader, Project Manager
- **Earnings:** Salaries vary widely based on the level of leadership and industry, ranging from €40,000 to €150,000 or more.

28. Strategic Management

- **Jobs:** Business Strategist, Chief Strategy Officer (CSO), Management Consultant
- **Earnings:** Salaries can range from €80,000 to several hundred thousand dollars, depending on the role and organization.

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29. Managing Stress in the Workplace

- **Jobs:** Stress Management Coach, Employee Assistance Program (EAP) Coordinator, Wellness Manager
- **Earnings:** Salaries vary, with wellness managers earning around €50,000 to €80,000 or more.

30. Development of the Business

- **Jobs:** Business Development Manager, Entrepreneur, Startup Founder
- **Earnings:** Salaries can range from €50,000 to well over €100,000 or more, depending on the role and success of the business.

31. Problem Solving

- **Jobs:** Problem Solver Specialist, Analyst, Management Consultant
- **Earnings:** Salaries vary widely based on the industry and role, ranging from €40,000 to €120,000 or more.

32. Management of People

- **Jobs:** Human Resources Manager, Team Leader, Department Head
- **Earnings:** Salaries can range from €50,000 to €150,000 or more, depending on the level of leadership and industry.

33. Planning

- **Jobs:** Planner, Project Manager, Event Coordinator
- **Earnings:** Salaries vary widely, from €40,000 to €120,000 or more, depending on the role and industry.

34. Negotiation

- **Jobs:** Negotiation Specialist, Sales Manager, Legal Mediator
- **Earnings:** Salaries vary, with sales managers often earning between €50,000 and €120,000 or more.

35. Customer Relationship Management (CRM)

- **Jobs:** CRM Manager, Sales Representative, Customer Service Manager
- **Earnings:** Salaries vary widely, from €40,000 to €120,000 or more, depending on the role and industry.

36. Speaking in Public

- **Jobs:** Public Speaker, Motivational Speaker, Corporate Trainer
- **Earnings:** Highly variable, with successful speakers earning anywhere from €10,000 per event to several hundred thousand dollars.

37. Negotiating and Signing Contracts

- **Jobs:** Contract Manager, Legal Consultant, Business Development Manager
- **Earnings:** Salaries vary, with legal consultants often earning between €60,000 and €120,000 or more.

38. Generating Contacts

- **Jobs:** Business Development Manager, Sales Representative, Networking Specialist
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on the role and industry.

39. Cold Calls

- **Jobs:** Sales Representative, Telemarketer, Business Development Specialist
- **Earnings:** Salaries vary widely, with sales representatives often earning between €30,000 and €80,000 or more.

40. Involvement of the Buyer

- **Jobs:** Sales Manager, Account Manager, Business Development Specialist
- **Earnings:** Salaries vary, with account managers often earning between €40,000 and €100,000 or more.

41. Perfect Knowledge of the Product/ Service

- **Jobs:** Product Manager, Sales Representative, Technical Support Specialist
- **Earnings:** Salaries vary widely based on the role and industry, ranging from €40,000 to €120,000 or more.

42. Persuasion

- **Jobs:** Sales Representative, Marketing Specialist, Public Relations Manager
- **Earnings:** Salaries vary, with sales representatives often earning between €30,000 and €80,000 or more.

43. Social Networks/ Digital Communication

- **Jobs:** Social Media Manager, Digital Marketing Specialist, Online Community Manager
- **Earnings:** Salaries vary widely, ranging from €40,000 to €120,000 or more, depending on the role and industry.

44. Teamwork

- **Jobs:** Team Leader, Project Manager, Collaborative Researcher
- **Earnings:** Salaries vary widely based on the level of leadership and industry, ranging from €40,000 to €150,000 or more.

45. Time Management

- **Jobs:** Project Manager, Office Manager, Personal Assistant
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on the role & industry.

46. Adobe Creative Suite: Illustrator, InDesign, Photoshop

- **Jobs:** Graphic Designer, Creative Director, Illustrator
- **Earnings:** Salaries can range from €40,000 to €150,000 or more, depending on experience & industry.

47. Dreamweaver

- **Jobs:** Web Designer, Front-End Developer, UI/UX Designer
- **Earnings:** Salaries range from €50,000 to €120,000 or more, depending on expertise and industry.

48. Infographic

- **Jobs:** Graphic Designer, Data Visualization Specialist, Illustrator
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise& industry

49. HTML and CSS (the basics of web code)

- **Jobs:** Front-End Developer, Web Designer, UI/UX Designer
- **Earnings:** Salaries can range from €50,000 to €120,000 or more, depending on expertise and industry.

50. Editing Images

- **Jobs:** Photo Editor, Graphic Designer, Visual Content Creator
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry.

51. Typography: Spacing, Line Height, Layout, Choice of Fonts

- **Jobs:** Graphic Designer, Art Director, Visual Content Creator
- **Earnings:** Salaries can range from €40,000 to €120,000 or more, depending on experience & industry.

52. Storyboarding

- **Jobs:** Animator, Storyboard Artist, Film Director
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on the role & industry.

53. Targeting and Marketing Through Visual Communication

- **Jobs:** Visual Marketing Specialist, Creative Director, Graphic Designer
- **Earnings:** Salaries can range from €40,000 to €150,000 or more, depending on experience & industry.

54. Creating the Logo

- **Jobs:** Logo Designer, Graphic Designer, Branding Specialist
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise & industry

55. Digital Printing

- **Jobs:** Print Production Specialist, Digital Printer Operator, Graphic Designer
- **Earnings:** Salaries can range from €30,000 to €80,000 or more, depending on expertise and industry.

56. Integration of Visual Communication into Social Media Platforms

- **Jobs:** Social Media Designer, Visual Content Creator, Digital Marketing Specialist
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry

57. Creativity

- **Jobs:** Creative Director, Art Director, Content Creator
- **Earnings:** Salaries can range from €40,000 to €150,000 or more, depending on experience and industry.

58. Attention to Detail and Aesthetic Sense

- **Jobs:** Graphic Designer, Art Curator, User Interface Designer
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise and industry

59. Interactive Media Design

- **Jobs:** Interactive Designer, Multimedia Artist, User Experience Designer
- **Earnings:** Salaries can range from €50,000 to €120,000 or more, depending on expertise and industry.

60. Sense of Color and Theory

- **Jobs:** Color Specialist, Graphic Designer, Visual Artist
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry

61. Attention to Detail

- **Jobs:** Quality Control Specialist, Proofreader, Graphic Designer
- **Earnings:** Salaries vary, ranging from €30,000 to €80,000 or more, depending on expertise and industry.

62. Big Data Analysis & SQL

- **Jobs:** Data Analyst, Data Scientist, Business Intelligence Manager
- **Earnings:** Salaries can range from €60,000 to €150,000 or more, depending on experience and industry.

63. Combating Money Laundering

- **Jobs:** Anti-Money Laundering Analyst, Compliance Officer, Financial Investigator
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry

64. Numerical Competence

- **Jobs:** Financial Analyst, Data Analyst, Economist
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry.

65. Knowledge of Accounting Programs

- **Jobs:** Accountant, Financial Analyst, Accounting Software Specialist
- **Earnings:** Salaries vary, with accountants typically earning between €50,000 and €100,000 or more.

66. General Business Knowledge

- **Jobs:** Business Analyst, Management Consultant, Entrepreneur
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry

67. Critical Thinking

- **Jobs:** Critical Thinking Trainer, Research Analyst, Management Consultant
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry

68. Microsoft Excel (Advanced)

- **Jobs:** Financial Analyst, Data Analyst, Business Analyst
- **Earnings:** Salaries can range from €50,000 to €120,000 or more, depending on expertise and industry.

69. Planning the Company's Resources

- **Jobs:** Resource Planner, Production Scheduler, Project Manager
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on the industry and role.

70. Accuracy

- **Jobs:** Quality Control Specialist, Data Entry Clerk, Proofreader
- **Earnings:** Salaries vary, ranging from €30,000 to €60,000 or more, depending on the role and industry.

71. Recognition of Revenue

- **Jobs:** Revenue Recognition Analyst, Accountant, Financial Analyst
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry

72. Visual Basic

- **Jobs:** Software Developer, Application Developer, Systems Analyst
- **Earnings:** Salaries can range from €60,000 to €150,000 or more, depending on expertise and industry.

73. Research and Data Analysis

- **Jobs:** Research Analyst, Data Scientist, Market Researcher
- **Earnings:** Salaries can range from €50,000 to €150,000 or more, depending on expertise and industry.

74. Communication

- **Jobs:** Communication Specialist, Public Relations Manager, Content Creator
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise and industry

75. Educational Platforms (Programs Like eLearn)

- **Jobs:** Online Educator, Instructional Designer, eLearning Developer
- **Earnings:** Salaries can range from €40,000 to €100,000 or more, depending on expertise and industry.

76. Stress Management

- **Jobs:** Stress Management Coach, Wellness Specialist, Mental Health Counselor
- **Earnings:** Salaries vary, with wellness specialists often earning between €40,000 and €80,000 or more.

77. Technological and Digital Literacy

- **Jobs:** IT Specialist, Digital Marketing Specialist, Technology Trainer
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise and industry.

78. Patience

- **Jobs:** Customer Service Representative, Educator, Support Specialist
- **Earnings:** Salaries vary, ranging from €30,000 to €80,000 or more, depending on the role and industry.

79. Critical Thinking

- **Jobs:** Critical Thinking Trainer, Research Analyst, Management Consultant
- **Earnings:** Salaries vary, ranging from €50,000 to €120,000 or more, depending on expertise and industry.

80. Enthusiasm

- **Jobs:** Motivational Speaker, Sales Representative, Event Coordinator
- **Earnings:** Salaries vary, ranging from €30,000 to €100,000 or more, depending on the role and industry.

81. Resistance to Frustration

- **Jobs:** Customer Service Representative, Support Specialist, Crisis Counselor
- **Earnings:** Salaries vary, ranging from €30,000 to €70,000 or more, depending on the role and industry.

82. Body Language

- **Jobs:** Body Language Trainer, Public Speaker, Communication Specialist
- **Earnings:** Salaries vary, ranging from €40,000 to €120,000 or more, depending on expertise and industry

83. Communication and Written Content

- **Jobs:** Content Creator, Copywriter, Communication Specialist
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry

84. Application Programming Interface (API)

- **Jobs:** API Developer, Software Engineer, Technical Support Specialist
- **Earnings:** Salaries can range from €60,000 to €150,000 or more, depending on expertise and industry.

85. Adobe Photoshop, InDesign

- **Jobs:** Graphic Designer, Layout Artist, Visual Content Creator
- **Earnings:** Salaries can range from €40,000 to €120,000 or more, depending on expertise and industry.

86. Content Management Systems (CMS)

- **Jobs:** Content Manager, Web Developer, Digital Marketer
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry.

87. Knowing the Latest Language Update (To Be Up to Date)

- **Jobs:** Software Developer, Programmer, IT Consultant
- **Earnings:** Salaries can range from €60,000 to €150,000 or more, depending on expertise and industry.

88. Ability to Learn Quickly

- **Jobs:** Training Specialist, Researcher, Rapid Prototyping Designer
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry.

89. SQL (Required) and Hive (Optional)(programming language database)

- **Jobs:** Data Analyst, Database Administrator, Business Intelligence Developer
- **Earnings:** Salaries can range from €60,000 to €150,000 or more, depending on expertise and industry.

90. Programming Languages (R, Python, Scala, Matlab)

- **Jobs:** Data Scientist, Machine Learning Engineer, Quantitative Analyst
- **Earnings:** Salaries vary widely, from €70,000 to €150,000 or more, depending on expertise and industry

91. Data Mapping

- **Jobs:** Data Analyst, GIS Specialist, Database Developer
- **Earnings:** Salaries can range from €50,000 to €120,000 or more, depending on expertise and industry

92. Complex Data Analysis Tools

- **Jobs:** Data Scientist, Quantitative Analyst, Research Scientist
- **Earnings:** Salaries can range from €70,000 to €150,000 or more, depending on expertise and industry.

93. Agile Business Analysis

- **Jobs:** Business Analyst, Product Owner, Agile Coach
- **Earnings:** Salaries can range from €60,000 to €120,000 or more, depending on expertise and industry.

94. Technical and Non-Technical Communication

- **Jobs:** Technical Writer, Communication Specialist, Technical Support Engineer
- **Earnings:** Salaries vary, ranging from €40,000 to €100,000 or more, depending on expertise and industry

95. Documentation/ Record-Keeping Skills

- **Jobs:** Documentation Specialist, Records Manager, Administrative Assistant
- **Earnings:** Salaries vary, ranging from €30,000 to €70,000 or more, depending on the role and industry.

96. Compassion

- **Jobs:** Social Worker, Healthcare Provider, Counselor
- **Earnings:** Salaries vary, ranging from €40,000 to €70,000 or more, depending on the role and industry.

97. Advanced Cardiac Resuscitation (ACLS)

- **Jobs:** Healthcare Provider, Emergency Room Nurse, Paramedic
- **Earnings:** Salaries vary, ranging from €50,000 to €90,000 or more, depending on the role and industry.

98. Telemetry

- **Jobs:** Telemetry Nurse, Medical Technologist, Cardiac Monitor Technician
- **Earnings:** Salaries vary, ranging from €50,000 to €80,000 or more, depending on the role and industry.

99. Attention to Details

- **Jobs:** Quality Control Specialist, Data Entry Clerk, Proofreader
- **Earnings:** Salaries vary, ranging from €30,000 to €60,000 or more, depending on the role and industry.

100. High skills in patient Care

- **Jobs:** Nurse, Healthcare Provider, Medical Specialist
- **Earnings:** Salaries vary, with nurses often earning between €50,000 and €80,000 or more

101. Prevention and Control of Infections

- **Jobs:** Infection Control Nurse, Epidemiologist, Public Health Specialist
- **Earnings:** Salaries vary, ranging from €50,000 to €80,000 or more, depending on the role and industry.

102. Preparation for Surgery

- **Jobs:** Surgical Nurse, Surgical Technologist, Operating Room Nurse
- **Earnings:** Salaries vary, ranging from €50,000 to €80,000 or more, depending on the role and industry.