promotion recommendation form

* Solicit and leverage feedback on the promotion candidate to complete the form. Submit to your HRBP.
* Oaktree’s CEO will review all promotion recommendations; the Management Committee will calibrate recommendations at and above the VP level.

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| promotion recommendation form | | |
| Candidate Name: | Manager: | HRBP Reviewer: |
| Department: | Sub-Department: | Location: |
| Current Title: | Potential Promotion Title: | Promotion Recommended (Y/N): Y |
| Sources of Feedback: | | |

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| title assessment |
| What are the minimum qualifications, technical experiences, aptitude, and knowledge for the promotion title?   * Qualifications: Mentors and gives guidance to junior staff * Technical Experiences: * Aptitude: * Knowledge: |
| What are the critical Oaktree competencies and contribution level for the promotion role\*?   * Competencies: * Contribution Level: |
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| candidate assessment |
| Describe the technical, functional, and interpersonal competence the candidate exhibits.   * Technical: * Functional: * Interpersonal: |
| What competencies does the candidate exhibit well? What is their current level of contribution?   * Competencies: * Contributions Level: |
| How has the candidate performed in the current job with regard to leadership, impact, and people?   * Leadership: * Impact: * People: |
| What strengths does the staff member currently have, and what areas of development are needed to ensure continued career success?   * Strengths * Development: |
| How does the candidate perform in comparison to others at the same title level, both within and outside the department (if applicable)?   * Within Department: * Outside Department: |