



Fulcrum – Project Accountant – TriMetrix Superior Performance Attributes Hiring Template

Attribute Category	Attribute Name (Ranked)	Why It's Critical
Personal Skill #1	Planning and Organization	Manages invoices, subcontractor pay requests, and job cost tracking across projects.
Personal Skill #2	Personal Accountability	Maintains financial accuracy and documentation integrity for project data.
Personal Skill #3	Problem Solving	Investigates discrepancies in invoices, job costs, and billing documentation.
Personal Skill #4	Results Orientation	Maintains timely payment cycles and owner billing deadlines.
Personal Skill #5	Decision Making	Evaluates financial data and determines corrections or approvals.
Personal Skill #6	Self Management	Prioritizes accounting tasks and deadlines while maintaining accuracy.
Personal Skill #7	Teamwork	Collaborates with Project Managers and Administrators on finances.
Personal Skill #8	Continuous Learning	Adapts to accounting systems and construction billing processes.
Motivator #1	Utilitarian / Economic	Motivated by financial accuracy and measurable project financial results.
Motivator #2	Traditional / Regulatory	Values structured accounting systems and compliance.
Motivator #3	Theoretical	Enjoys understanding accounting systems and reporting.
Behavior #1	Analysis	Reviews invoices, job costs, and documentation for accuracy.
Behavior #2	Organized Workplace	Maintains structured financial records and files.
Behavior #3	Following Policy	Adheres to accounting procedures and compliance rules.

Summary Snapshot (For Hiring Managers): Supports project financial operations by managing invoices, subcontractor payments, job costing, and owner billing while ensuring accuracy and compliance.

How to Use This Template: Compare candidate TriMetrix results to these attributes. Candidates above the population mean are Strong/Good matches; scores below the mean indicate areas for interview follow-up.

