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## **Development of supra-professional competencies as a condition for realization of career potential of young specialists**

*The article is devoted to an urgent issue, namely, the process of developing cross-professional competencies as an integral component of social and personal effectiveness and career development of young specialists. The article provides the primary sociological information – the results of a survey of employers conducted by the author (the number of respondents is 178 people), international statistics and the results of world studies (The World economic forum in the future of jobs report 2018, the World economic forum, the Gaidar Forum, etc.). Based on the thorough review and synthesis of the data presented, results of the survey conducted by the author and the analysis of data from one of the largest job search sites and employees in the world - “Head Hunter” about the most frequently requested professional competencies, the author formed the top 15 flexible skills with definitions and structurally meaningful, to which domestic employers are more oriented. The presented list of cross-professional competencies, according to the author of the article, is not exhaustive: modern terms of technical progress, a rapidly changing business environment with the constant changes and changes in the society, powerful shifts in the global market, based on digital technology can affect the list of relevant competencies and it can be changed and supplemented. The author has developed and proposed the competency development algorithm, allowing realize a personalized educational trajectory, an integrated approach to the development of cross-professional competences. The presented algorithm can be used both by the educational institutions implementing higher and continuing education programs, and by the modern organizations in the context of adaptation and staff training.*

**Keywords:** *assessment center, flexible skills, career, cross-professional competencies.*

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