

## Selection Criteria:

### Knowledge / Education / Training / Equivalency

1. Formal education required: Secondary, Post Secondary
2. Special certification required: Apprenticeships, etc.
3. Skills / training required
4. Knowledge required related to work and life experience as per job description

### Experience

1. Direct job related experience, defined and quantified as per job description.
2. Other work related experience, related to job description, possibly within organization. Describe and quantify.

### Demonstrated Skills / Competence Related to Position

1. Work related skills, e.g. special equipment, methods and procedures, technical, business
2. Language skills and proficiency (written, spoken)
3. Communication Skills:
  - a. Clarity / Logic
  - b. Listening
  - c. Style, Enthusiasm, General Presentation
4. Interpersonal Skills
  - a. Public Relations Skills
  - b. Leadership, Initiative
  - c. Flexibility, ability to work under pressure, ability to deal with conflict or unusual situations
5. Organizational Skills
  - a. Ability to Prioritize
  - b. Ability to Work Independently

### Career / Professional Growth and Development

1. Career Goals
2. Relevant Professional Development