Appendix 7

<u>Guide to scoring - interviews</u>

Rating	Definition
5 **Exceptional**	Provides evidence that is entirely relevant and all of which directly relates to the competency being measured, the evidence clearly explains their role and what they did in relation to the competency/criteria being measured and indicates that they fully satisfy if not exceed the requirements. Many examples provided, all of which have direct relevance to the job criteria.
4 **Very Good**	Provides evidence that directly relates to the competency being measured. The evidence clearly explains their role and what they did in relation to the competency/criteria being measured. The examples have direct relevance to the job criteria.
3 **Good**	Provides evidence that relates directly to some of the competency being measured. In the main the evidence explains their role and what they did in relation to the competency/criteria. The examples have relevant links to the job criteria.
2 **Pass**	Provided some evidence that relates to some of the competency being measured. Evidence explains their role and what they did in relation to some of competency/criteria. The examples have some links to the job criteria.
1 **Low**	Provided minimum evidence and does not clearly relate to the competency/criteria measured. Evidence does not explain their role and what they did. Examples have no direct relevance to the job criteria. Applicant states that they did fulfil the job criteria but provided no supportive evidence or examples to substantiate this statement.