



ROPELLA® CANDIDATE SCORECARD

CANDIDATE'S NAME _____

POSITION _____

DATE _____

REVIEWER'S NAME _____

The Score Card is used to determine a preliminary score for each candidate and their potential fit for the role.

1. Begin with a phone or video interview.
2. Complete this Score Card using the data collected from the phone interview, resume, and completed Skill Survey.
3. Use the completed Score Cards to compare each candidate (on an apples-to-apples basis) to decide who moves on to the next step in the interview process.

SCORING KEY

3 = Excellent | Proven experience, background, and past examples that are a strong fit for this role.

2 = Competent | Experience, background, and examples that are a potential fit for this role.

1 = Below Average | Experience background and examples that could be a detriment to this role.

Bonus = +1 | Exceptional experience or characteristics that go above and beyond the desired requirements for this role.

SKILL SURVEY ANSWERS TO SCORE	SCORE
1. Provide an overview of your experience, including years of experience, in an engineering or manufacturing environment. Please highlight the extent of your experience in manufacturing environments that rely specifically on web handling and continuous flow process.	
2. Share an example of a successful, new product development project you managed from concept to commercial launch. Describe your specific contributions to this project. Provide specific examples of how your thought leadership and drive to go above and beyond resulted in the project's successful execution. (Note: this question is an opportunity to demonstrate technical and problem-solving ability, proprietary information is neither requested nor desired.)	
3. Describe a significant technological challenge or roadblock that you have faced in your recent career and how you were able to solve it. What were the final results?	
4. Outline your people management experience. What was the largest group you have led? Of that number, what was the breakdown between direct and indirect reports? What functional areas reported to you?	
5. Share an example of how you have built or influenced a team to better collaborate across functional areas beyond R&D. What tools, strategies and techniques did you employ to achieve your goal?	
SKILL SURVEY TOTAL SCORE	



ADDITIONAL CONSIDERATIONS	YES/NO/UNCERTAIN
Education Fit Is the candidate's formal education and training an asset to this role?	
Relocation Fit Does the candidate have minimal hurdles to relocation (home ownership, employed spouse, children in grade school, cost of living difference, etc.)?	
Motivation Fit How interested is the candidate? Will your opportunity compete with the candidate's current role, an upcoming promotion, possible counter offers, or other ongoing interviews with competitors?	
Compensation Fit Will we be able to offer a total compensation package that will motivate the candidate to make a change?	
Communication Fit Is the candidate a strong communicator who is easy to understand?	

For each candidate that moves forward, now is the time to start the reference check process (www.outmatch.com) background check process (www.clearcheck.com) and assessment process (www.hogan.com). Remember, the more data and information you can collect earlier in the interview process, the better - as this will make for much better interviews and hiring decisions.

ADDITIONAL REVIEW NOTES: