ROPELLA® CANDIDATE **SCORECARD**

SAINT-GOBAIN

CANDIDATE'S NAME	
POSITION	*GLOBAL SALES MANAGER - CATALYTICS*
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 Scorecard using the data collected from the phone interview, resume, and completed Skill Survey.*
3. *Use the completed Scorecards 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 expertise, including years of experience in a commercial role related to the downstream petrochemical industry. Which products/technologies are you most familiar with selling? Please highlight any experience you may have selling into refinery biodiesel, steam methane reforming and/or gas-to-liquid industries.	
2. Share your technical experience and understanding of material science/chemistry concepts related to the industry. How have you acquired this knowledge (e.g., university, spent time in product development/on the bench, etc.)?	
3. Outline and quantify the growth results you achieved in each of your positions, including your current role. What do you feel has been the key factor in your success?	
4. Share an example that demonstrates your ability to drive sales growth through identifying business opportunities, developing effective strategies, building relationships and ultimately closing sales. Please be as specific as possible.	
5. Describe your experience and comfort level leading and/or collaborating with international teams. Outline the global regions where you have significant experience and/or have experienced the most success.	
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: