Our Candidate Comparison Score Card is to be completed on every candidate you have now screened as a potential fit. If you can tell that some of the candidates are probably Low level (in a superficial overview) in comparison to others you set those aside now and just score the rest. The Score Card will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the Score Card process you can be pretty sure who the High plus candidates are, who the High candidates are, and who the Medium candidates are. Then we focus on scheduling for the High Potentials.





Candidate Comparison-Scorecard	Grader's Name:
--------------------------------	----------------

Candidate Name:

Client Name: **Origin Materials**Position: **VP of Engineering**

Hiring Mgr: John Bisssell

HR Contact: Amanda Medina

Candidate:

Grade:

Base: Bonus:

Attribute	H/M/L	Comment
1. Education H = Graduate or Bachelor's Degree in a related technical discipline M = Bachelor's degree in another discipline L = No relevant degree		
2. Engineering experience including years of experience in chemical manufacturing H = 10+ years of engineering experience with direct experience in solids and organic chemistries M = 5-9 years of engineering experience with some experience with solids and organic chemistries L = Less than 5 years of engineering experience with little to no experience in solids or organic chemistries		
3. Size of Production Facilities and/or capital projects managed H = Has demonstrated experience successfully planning and implementing large-scale capital improvement projects and/or managing large scale production facilities M = Has experienced success planning and implementing smaller-scale capital improvement projects and/or managing smaller-scale production facilities L = No proven success planning and implementing capital improvement projects and/or managing production facilities		
4. Experience translating small-scale production processes into a demonstration or commercial scale facility H = Specific example indicating significant experience translating small-scale production processes into a demonstration or commercial scale facility M = Broad response that indicates some experience translating small-scale production processes into a demonstration or commercial scale facility L = Answer does not indicate an ability to translate small-scale production processes into a demonstration or commercial scale facility		

5.Experience in the assessment, selection, and management of third-party engineering firms for a production operation H = Extensive experience in the assessment, selection, and management of third-party engineering firms for a production operation M = Moderate experience in the assessment, selection, and management of third-party engineering firms for a production operation L = Little to no experience in the assessment, selection, and management of third-party engineering firms for a production operation	
6. Relevant personnel management expertise, including years of experience H = 5+ years of leadership experience AND has managed large teams across multiple business units and functions M = 1-4 years of leadership experience over small teams within a single business unit or job function L = less than 1 year of experience leading small, localized teams	
7. Leadership style H = Answer outlines a well-thought-out system for maximizing the potential of a team M = Broad answer indicating some leadership capabilities L = Answer does not indicate true leadership abilities	
8. Travel H = Road warrior open to travel at 50% or greater M = Prefers 25% to 50% travel L = Prefers less than 25% travel	
9. Non-compete H = No relevant non-compete or non-disclosure in place M = Has a peripheral non-compete or non-disclosure in place - could limit some activities L = Has a strong relevant non-compete or limiting non- disclosure	
10. U.S Citizen H = U.S Citizen or Green Card Holder M = In process for a Green Card; will require company support L = Needs full sponsorship to work in the U.S	
Grading Point System:	Total Points:
H's = 4 M's = 3	Divided by 10 grades =
L's = 2 Bonus Points = .5 Now add up the numerical value of each grade and then divide by the total number of grades	Avg. Grade: