



# ROPELLA® CANDIDATE SCORECARD



**OPT**  
INDUSTRIES

**CANDIDATE'S NAME** \_\_\_\_\_

**POSITION** HEAD OF R&D

**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 expertise, including years of experience, in technical roles related to polymer chemistry. Which polymer products/technologies have you had the most experience working with? Please highlight any specific experience related to photopolymers.	
2. Which downstream polymer processing technologies do you have the most familiarity with (e.g. electrospinning, injection molding, coating, additive manufacturing, etc.)?	
3. OPT Industries works across multiple industries from regulated (medical device, cosmetics) to non-regulated (industrial, textiles) which can make the new product introduction (NPI) process potentially very different between each industry. Please briefly explain the phase gate structure / deliverables for each of how you'd set up NPI projects to follow between the regulated and non-regulated industry projects. What are similarities / key deliverables by phase gate that you'd implement between the two and what are differences?	
4. Describe an experience where you were responsible for translating lab-scale technology into commercial-scale production. What were some of the roadblocks you faced? How did you overcome them? What were the final results and metrics used to determine success? [Please note: This question is an opportunity to demonstrate technical and problem-solving abilities. Proprietary information is neither requested nor desired.]	
5. Outline your people management experience. How big was your team? How did you grow the team? Of that number, what was the breakdown between direct and indirect reports? What functional areas reported to you?	
<b>SKILL SURVEY TOTAL SCORE</b>	



ADDITIONAL CONSIDERATIONS	YES/NO/UNCERTAIN
<b>Education Fit</b> Is the candidate's formal education and training an asset to this role?	
<b>Relocation Fit</b> Does the candidate have minimal hurdles to relocation (home ownership, employed spouse, children in grade school, cost of living difference, etc.)?	
<b>Compensation Fit</b> Will we be able to offer a total compensation package that will motivate the candidate to make a change?	
<b>Communication Fit</b> 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](http://www.outmatch.com)) background check process ([www.clearcheck.com](http://www.clearcheck.com)) and assessment process ([www.hogan.com](http://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.*

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**ADDITIONAL REVIEW NOTES:**