



# ROPELLA® CANDIDATE SCORECARD



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

**POSITION** *Chief Supply Chain Officer* \_\_\_\_\_

**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 supply chain roles for the food and beverage industry.	
2. Outline your experience negotiating and collaborating with international suppliers, large retail customers, distributors and indirect enterprise suppliers.	
3. How many countries have you sourced from? Describe how you maintain agricultural input and fair trade standards while utilizing a large network of suppliers around the globe.	
4. Describe and rate your level of experience (high, medium or low) related to each of the following: supply chain planning, cost analysis, business forecasting and inventory optimizations	
5. Describe your experience working with co-packers. How many have you interfaced with, and approximately how much of your time is spent working with co-packers?	
6. Outline your senior leadership experience. What is the largest company for which you have been a leader?	

7. Share an example of a time when you developed and implemented key strategies around the pursuit of business objectives. What were some of the roadblocks you encountered? What was the final outcome? (Note: This is an opportunity to highlight experience related to this role. Confidential or proprietary information is neither requested nor desired.

**SKILL SURVEY TOTAL SCORE**

<b>ADDITIONAL CONSIDERATIONS</b>	<b>YES/NO/UNCERTAIN</b>
<p><b>Education Fit</b> Is the candidate’s formal education and training an asset to this role?</p>	
<p><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.)?</p>	
<p><b>Compensation Fit</b> Will we be able to offer a total compensation package that will motivate the candidate to make a change?</p>	
<p><b>Communication Fit</b> Is the candidate a strong communicator who is easy to understand?</p>	

*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.*

**ADDITIONAL REVIEW NOTES:**