

Guidelines for Candidate Visits

- *Please review the Evaluation Criteria before each visit.*
- *Think about how to present the Board as an environment in which all candidates can thrive.*
- *Ask all candidates roughly the same questions during the interviews, but allow the conversation to flow freely.*
- *Use the form to record evidence. Different candidates display evidence of attributes in different ways.*
- *Base numerical ratings on evidence and be prepared to explain your choices.*

Candidate Evaluation Criteria

Please use the attached form to record evidence and a numerical score for each of the following criteria (1=clearly below the bar; 2=questionable; 3=above the bar; 4=very good; 5=outstanding).

Research: Assess how well the candidate has shown that he or she, in the Board's environment, will:

- Identify interesting and important economic questions and maintain an energetic research agenda
- Use appropriate data and techniques to address research questions
- Complete a project and disseminate its findings
- Work comfortably with complex economic issues and techniques
- Look beyond the obvious (considering alternative interpretations, checking robustness of results, modifying research based on findings, understanding nuance, openness to many ways of asking and answering questions)

Policy potential: Assess how well the candidate has shown that he or she:

- Has interest in taking a position at the Board and in doing policy work here
- Pays attention to detail, manages multiple tasks well, and can prioritize
- Has or can acquire specialized knowledge, if necessary, to perform position duties
- Shows flexibility and willingness to take on new and unfamiliar work
- Can understand the broader context and see the "big picture"

Contributions to the group: Assess how well the candidate has shown that he or she:

- Adds a new way of thinking, viewpoint, skillset, background, etc.
- Is willing to take and constructively articulate a different position from others
- Works respectfully and cooperatively with others
- Is willing to help others around him or her and share credit and opportunity

Communication Skills: Assess how well the candidate has shown that he or she:

- Listens effectively (attentiveness, understanding and responding to questions)
- Speaks effectively (preparation, structure, motivation, clarity)
- Writes effectively (structure, motivation, clarity)

Other Key Abilities: Assess how well the candidate has shown that he or she:

- Shows integrity (is truthful, respects confidentiality, admits mistakes, doesn't misrepresent people or work)
- Works hard and perseveres (takes on challenges and can succeed in unfamiliar or adverse situations)
- Shows an interest in and openness to continued professional growth and development

Note: Your evaluation and name will be seen by your chief, line officer, and division recruiting officers.

This evaluation is based on: (mark all that apply):

- Candidate's CV
- Candidate's job talk
- Candidate's JMP
- Individual interview meeting
- Candidate's letters of recommendation
- Lunch or dinner with candidate

Other

Research Potential - Energy / Economic and technical skill / Relevance / Ability to look beyond the obvious

- 5 Outstanding
- 4 Very Good
- 3 Above the Bar
- 2 Questionable
- 1 Clearly Below the Bar
- NA

Policy Potential - Interest and ability in doing policy work at the Board

- 5 Outstanding
- 4 Very Good
- 3 Above the Bar
- 2 Questionable
- 1 Clearly Below the Bar
- NA

Contributions to the Group - Willingness and ability to enhance the productivity of others / Adds new thinking, viewpoint, skillset, economic background, etc.

- 5 Outstanding
- 4 Very Good
- 3 Above the Bar
- 2 Questionable
- 1 Clearly Below the Bar
- NA

Communication Skills - Ability to listen, speak, and write

- 5 Outstanding
- 4 Very Good
- 3 Above the Bar
- 2 Questionable
- 1 Clearly Below the Bar
- NA

Other Key Abilities - Integrity / Perseverance and work ethic / Growth potential

- 5 Outstanding
- 4 Very Good
- 3 Above the Bar
- 2 Questionable
- 1 Clearly Below the Bar
- NA

Cancel

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