

Chief Constable Recruitment Process - December 2013

Assessment Rating Mechanism

A 1 - 4 rating scale will be used for assessing candidate's performance during the Interview Process. A score of 1 represents an area where no or very little evidence is provided and 4 represents an area of considerable strength of the candidate.

Rating	Definition
4	<p><u>Strong Evidence</u></p> <p>The candidate provides strong evidence of many descriptions within the area tested at an appropriate level for the role, with direct relevance to the policing priorities as set by the PCC.</p>
3	<p><u>Acceptable Evidence</u></p> <p>The candidate provides some evidence of the area tested at an appropriate level for the role, has acceptable relevance to the policing priorities as set by the PCC.</p>
2	<p><u>Area where improvement is needed</u></p> <p>The candidate provides some, but limited evidence of the area tested at an appropriate level for the role, has gaps in the relevance to the policing priorities as set by the PCC and / or does not respond to all the issues in the question.</p>
1	<p><u>Evidence Not Provided</u></p> <p>The candidate provides no evidence of the quality / competency area, or the evidence is at a level below that required for the role applied for or does not have relevance to the policing priorities as set by the PCC.</p>