SCS HIRING FRAMEWORK

YOUR PATH TO THE RIGHT HIRE

STATECIVILSERVICE

DESIGN

Step 1. Choose your competencies
- Identify the skills that matter most for success

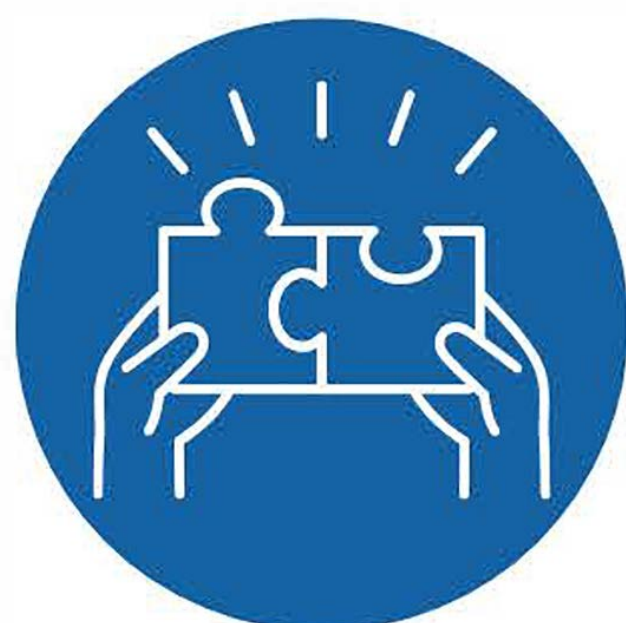Step 2. Choose realistic work examples
- Highlight key tasks or responsibilities that capture the nature of the work

Step 3. Choose your supplemental questions
- Screen for skills, not just credentials

Step 4. Choose interview questions and activities
- Add questions and job-related activities to reveal ability

DEVELOP

Step 5. Download interview resources.
- Transform your SCS Hiring Framework download into a ready-to-use system for evaluating candidates
- Use dynamic features to track candidate responses, calculate scores, and see results across all panelists and candidates in one place.

DECIDE

Step 6. Decide. Make fair, data-driven decisions
- Use candidate comparison dashboards to standardize evaluation

DESIGN THE ROLE. DEVELOP YOUR TOOLS. DECIDE WITH CONFIDENCE.