

# 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

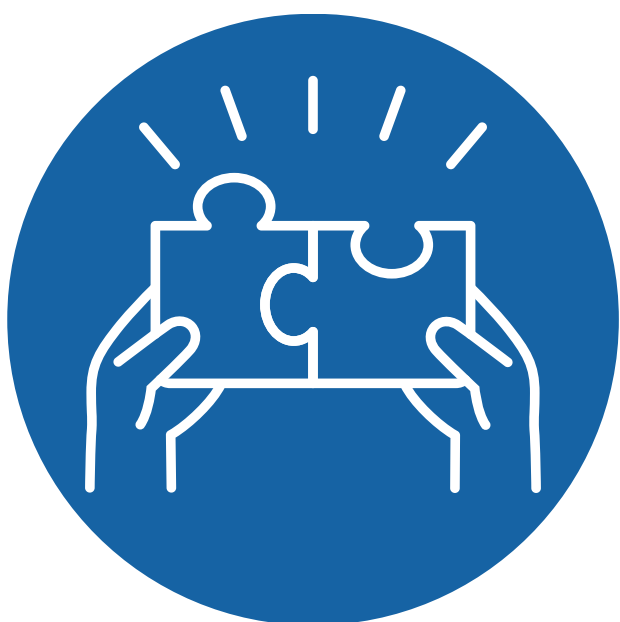
- Highlight key tasks or responsibilities that capture the nature of the work

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.