



STATECIVILSERVICE

## HR'S GUIDE TO CONSULTING ON SCS HIRING FRAMEWORK

Use the questions below to facilitate the SCS Hiring Framework (SCS HF) conversation with hiring managers. Your role is to serve as a consultant and walk the hiring managers through the SCS HF process. The hiring managers can then take this document to enter this information into the SCS HF generator.

1. What position are you hiring for? Tell me a little bit about the position. (Goal is to understand what the position does.)	
3. What knowledge, skills, abilities, or behaviors are important for this position?	
4. Use the rubric to select competencies based on KSAs above. (min. 3 Core, max. 10 total)	
5. What work tasks do you want listed in the job posting? (Goal is to use language that makes the posting easy to understand.)	
6. Which competencies would you like to assess in the competency-based supplemental questions? (min. 3, max. 5)	
7. Any special requirements for this position? (travel, licenses, work location, etc.)	