Selection Criteria - Sample Response

Many responses received by selection panels are not sufficiently detailed for them to make a full assessment of the applicants' claims. Remember the length of your responses will vary and depend on the level of the position applied for.

A short overall response would generally not be considered sufficient for any level role. To outline your suitability to meet each criterion, expand on your experience to match the requirement, referring to the workplace where you gained this experience, what your role was there and the responsibilities it involved, how you performed these responsibilities, and what the outcome was.

Also make sure that you provide examples of how you match all of the requirements asked for. Quite often there are several skills/ experience sought after in one selection criteria for example, the 'Communication' selection criteria which is one of the most commonly used, usually asks for a variety of communication skills including – verbal, written, interpersonal, listening, negotiation, questioning and feedback skills. Many candidates usually focus on the basic written and verbal skills and don't bother about the rest.

Below are examples of how 2 different candidates approached answering these particular selection criteria.

CANDIDATE 1 RESPONSE

SC1. Well-developed oral and written communication skills as evidenced by the ability to liaise with a range of clients at all levels.

I possess well-developed oral and written communication skills, which I have utilised throughout my working career. At XYZ Corporation I was required to liaise regularly with people at all levels ranging from senior managers to staff, on a range of recruitment and procedural matters. I have written a large number of documents including memos and articles in an office newsletter.

In this example, the broader view has been taken without the applicant outlining how they specifically met the criteria.

CANDIDATE 2 RESPONSE

SC1. Well-developed oral and written communication skills as evidenced by the ability to liaise with a range of clients at all levels.

I possess well-developed communication skills, which I have gained throughout my ten (10) year working career. Examples of these are:

Oral Communication Skills:

In particular, my role as Administration Support Officer at XYZ Corporation, over the past three (3) years, I have liaised on a daily basis with senior managers, staff at all levels, recruitment agencies and members of the public. Most of the communication was face-to-face, via email and by telephone and I was frequently commended for the professional manner in which I carried out these duties, winning a national award for "Best Communicator for 2007".

One of my key responsibilities has been to recruit office support staff for various areas with and I would in XYZ Corporation. Senior managers would phone me to request a new staff member and I would personally meet with them to discuss their requirements. I would then update the job description and brief the agency on all aspects of the job to ensure they understood our requirements. I then reviewed the applications and provided a shortlist of applicants to the interview panel.

This process required well-developed communication skills to ensure I acquired an accurate understanding of the job and clearly communicated this to the agency. As a result, highly suitable applicants were referred for interview.



Selection Criteria Finance Officer Example

M Tight

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Department of Housing and Urban Development--independent Agencies Appropriations for 1981 United States. Congress. House. Committee on Appropriations. Subcommittee on HUD-Independent Agencies, 1980 Proceedings of the International conference of Economics Business and Economics Education Science (ICE-BEES-24) Kris Brantas Abiprayu, Avi Budi Setiawan, 2024-10-02 This is an open access book ICE BEES 2024 is a refereed conference organized by Universitas Negeri Semarang Indonesia in collaboration with University Teknologi MARA Malaysia and Diponegoro University Indonesia The conference will be held from 12th to 13st June 2024 at Oak Tree Hotel in Semarang City Central Java Province Indonesia

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people s ideas without acknowledging the source The punishment for plagiarism is a zero score for that paper and in extreme cases you may be discontinued from the study program Ethical Finance and Prosperity Ugo Biggeri, Giovanni Ferri, Federica Ielasi, Pedro Manuel Sasia, 2023-09-15 The debate on connections between economic activity and socio environmental impact has become increasingly relevant As a result ethical finance is emerging from its niche However the terms ethical finance and sustainable finance are often confused and overlapping and the risk of greenwashing is high Many authors suggest the need of a paradigm shift because the present economic system is no longer able to maintain a safe environment Tim Jackson explicitly argues about the need of a future of prosperity without growth From the experiences of ethical finance we can identify some interesting tools to achieve that goal This book explains how ethical finance works and which innovations it has engendered in financial and economic systems clarifies the links between finance and ethics going beyond Environmental Social and Governance ESG investing and offers an approach which is vital for most financial sectors from microcredit to impact investing investigates the goals constraints and opportunities of environmental and social considerations in finance and explores the more innovative experiences in banking and investing It helps readers understand the phenomena in depth distinguishing the strategic managerial organizational and risk practices of ethical finance The authors adopt a holistic but critical approach both with respect to the practices exercised by financial intermediaries and with reference to new regulatory aspects The book identifies the key issues and current challenges of ethical finance both for financial operators and regulators Several concrete international cases offer empirical comparisons of practices and as such it will be an invaluable reference for academics and researchers who wish to deepen their knowledge of ethical finance

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