Guidelines for Candidate Visits

- Please review the Evaluation Criteria before each visit.
- Think about how to present the Board as an environment in which all candidates can thrive.
- Ask all candidates roughly the same questions during the interviews, but allow the conversation to flow freely.
- Use the form to record evidence. Different candidates display evidence of attributes in different ways.
- Base numerical ratings on evidence and be prepared to explain your choices.

Candidate Evaluation Criteria

Please use the attached form to record evidence and a numerical score for each of the following criteria (1=clearly below the bar; 2=questionable; 3=above the bar; 4=very good; 5=outstanding).

Research: Assess how well the candidate has shown that he or she, in the Board's environment, will:

a. Identify interesting and important economic questions and maintain an energetic research agenda
b. Use appropriate data and techniques to address research questions
c. Complete a project and disseminate its findings
d. Work comfortably with complex economic issues and techniques
e. Look beyond the obvious (considering alternative interpretations, checking robustness of results, modifying research based on findings, understanding nuance, openness to many ways of asking and answering questions)

Policy potential: Assess how well the candidate has shown that he or she:

a. Has interest in taking a position at the Board and in doing policy work here
b. Pays attention to detail, manages multiple tasks well, and can prioritize
c. Has or can acquire specialized knowledge, if necessary, to perform position duties
d. Shows flexibility and willingness to take on new and unfamiliar work
e. Can understand the broader context and see the "big picture"

Contributions to the group: Assess how well the candidate has shown that he or she:

a. Adds a new way of thinking, viewpoint, skillset, background, etc.
b. Is willing to take and constructively articulate a different position from others
c. Works respectfully and cooperatively with others
d. Is willing to help others around him or her and share credit and opportunity

Communication Skills: Assess how well the candidate has shown that he or she:

a. Listens effectively (attentiveness, understanding and responding to questions)
b. Speaks effectively (preparation, structure, motivation, clarity)
c. Writes effectively (structure, motivation, clarity)

Other Key Abilities: Assess how well the candidate has shown that he or she:

a. Shows integrity (is truthful, respects confidentiality, admits mistakes, doesn’t misrepresent people or work)
b. Works hard and perseveres (takes on challenges and can succeed in unfamiliar or adverse situations)
c. Shows an interest in and openness to continued professional growth and development
This evaluation is based on: (mark all that apply):

- [ ] Candidate's CV
- [ ] Candidate's JMP
- [ ] Candidate's letters of recommendation
- [ ] Candidate's job talk
- [ ] Individual interview meeting
- [ ] Lunch or dinner with candidate
- [ ] Other

### Research Potential - Energy / Economic and technical skill / Relevance / Ability to look beyond the obvious

- [ ] 5 Outstanding
- [ ] 4 Very Good
- [ ] 3 Above the Bar
- [ ] 2 Questionable
- [ ] 1 Clearly Below the Bar
- [ ] NA

### Policy Potential - Interest and ability in doing policy work at the Board

- [ ] 5 Outstanding
- [ ] 4 Very Good
- [ ] 3 Above the Bar
- [ ] 2 Questionable
- [ ] 1 Clearly Below the Bar
- [ ] NA

### Contributions to the Group - Willingness and ability to enhance the productivity of others / Adds new thinking, viewpoint, skillset, economic background, etc.

- [ ] 5 Outstanding
- [ ] 4 Very Good
- [ ] 3 Above the Bar
- [ ] 2 Questionable
- [ ] 1 Clearly Below the Bar
- [ ] NA

### Communication Skills - Ability to listen, speak, and write

- [ ] 5 Outstanding
- [ ] 4 Very Good
- [ ] 3 Above the Bar
- [ ] 2 Questionable
- [ ] 1 Clearly Below the Bar
- [ ] NA

### Other Key Abilities - Integrity / Perseverance and work ethic / Growth potential

- [ ] 5 Outstanding
- [ ] 4 Very Good
- [ ] 3 Above the Bar
- [ ] 2 Questionable
- [ ] 1 Clearly Below the Bar
- [ ] NA