

Our Candidate Comparison Score Card is to be completed on every candidate you have now screened as a potential fit. If you can tell that some of the candidates are probably Low level (in a superficial overview) in comparison to others you set those aside now and just score the rest. The Score Card will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the Score Card process you can be pretty sure who the High plus candidates are, who the High candidates are, and who the Medium candidates are. Then we focus on scheduling for the High Potentials.



Candidate Comparison-Scorecard

Candidate Name:

Client Name: **Batory Foods**

Position: **Chief Information Technology Officer**

Grader's Name:

Grade:

Hiring Mgr: **Julie Eshkenazi**

HR Contact:

Candidate:

Base:

Bonus:

Attribute	H/M/L	Comment
<p>1. Education H = Master's degree in information technology or a technology-related discipline M = Bachelor's degree in information technology, computer science, or related field L = Master's or Bachelor's in another discipline</p>		
<p>2. Expertise including years of experience in IT related to Food, Beverage, or Nutraceutical ingredients Industry/Distribution/Manufacturing H = 8+ years' experience in 8-10 years' experience in the Food, Beverage, or Nutraceutical Ingredients Industry / Distribution with a background in software development, information technology, or related field M = 5+ years' experience in 8-10 years' experience in 8-10 years' experience in the Food, Beverage, or Nutraceutical Ingredients Industry / Distribution with a background in software development, information technology, or related field L = Less than 5 years' experience 8-10 years' experience in the Food, Beverage, or Nutraceutical Ingredients Industry / Distribution with a background in software development, information technology, or related field</p>		

3. Staying current on industry trends, technologies, and software development; successes identifying problems and creatively presenting solutions

H = Answer indicates they stay up to date on industry trends, technologies, and software development; has had great success using design thinking identifying problems and creatively presenting solutions

M = General response that indicates they stay up to date on industry trends, technologies, and software development; has had great success using design thinking identifying problems and creatively presenting solutions

L = Response does not indicate they stay up to date on industry trends, technologies, and software development; has had great success using design thinking identifying problems and creatively presenting solutions

4. Collaborated with leadership setting technical vision, leading technological development, and rolling it out

H = Extensive experience collaborating with leadership setting technical vision, leading technological development, and rolling it out

M = Moderate experience collaborating with leadership setting technical vision, leading technological development, and rolling it out

L = Little to no experience collaborating with leadership setting technical vision, leading technological development, and rolling it out

5. Experience gaining "buy-in" and effectively influencing others across a variety of levels and functions regarding the benefits of rolling out a new software program

H = Answer indicates extensive experience gaining "buy-in" and effectively influencing others across a variety of levels and functions regarding the benefits of rolling out a new software program

M = General answer that indicates some experience gaining "buy-in" and effectively influencing others across a variety of levels and functions regarding the benefits of rolling out a new software program

L = Broad answer that does not indicate experience gaining "buy-in" and effectively influencing others across a variety of levels and functions regarding the benefits of rolling out a new software program

<p>6. Created strategy based on hypothesis regarding the future market and business dynamics</p> <p>H = Specific example that details success in creating strategy based on hypothesis regarding the future market and business dynamics</p> <p>M = General response that details some success in creating strategy based on hypothesis regarding the future market and business dynamics</p> <p>L = Response does not indicate success in creating strategy based on hypothesis regarding the future market and business dynamics</p>		
<p>7. Leadership style/years' experience as an IT leader</p> <p>H = Answer outlines a well-thought-out system for maximizing the potential of a team with 8+ years as an IT leader</p> <p>M = Broad answer indicating some leadership capabilities/less than 5 years as an IT leader</p> <p>L = Answer does not indicate proven leadership abilities and little to no experience as an IT leader</p>		
<p>8. Non-compete</p> <p>H = No relevant non-compete or non-disclosure in place</p> <p>M = Has a peripheral non-compete or non-disclosure in place - could limit some activities</p> <p>L = Has a strong relevant non-compete or limiting non-disclosure</p>		
<p>9. U.S. Citizen</p> <p>H = U.S. Citizen or Green Card holder</p> <p>M = In process for a Green Card; will require company support</p> <p>L = Needs full sponsorship to work in the U.S.</p>		
<p>Grading Point System:</p> <p>H's = 4</p> <p>M's = 3</p> <p>L's = 2</p> <p>Bonus Points = .5</p> <p>Now add up the numerical value of each grade and then divide by the total number of grades</p>		<p>Total Points:</p> <p>Divided by 9 grades = Avg. Grade:</p>