South Yorkshire Chief Constable Selection Process

Five Point Rating Scale

Rating	Definition
5. Exceptional	The candidate has provided evidence that **directly** relates to the quality / competency area being measured. This evidence **clearly explains** their role and what they did in relation to **many** of the behavioural descriptors associated with the area. The example / examples used have **direct relevance** to the role requirements as defined by the PCC.
4. Very High	The candidate has provided evidence that **directly** relates to the quality / competency area being measured. This evidence **clearly explains** their role and what they did in relation to **many** of the behavioural descriptors associated with the area. The example / examples used have **some relevant links** to the role requirements as defined by the PCC.
3. High	The candidate has provided evidence that relates to **some of** the quality / competency area being measured. **In the main** the evidence explains their role and what they did in relation to **some** of the behavioural descriptors associated with the area. The example / examples used have **some relevant links** to the role requirements as defined by the PCC.
2. Medium	The candidate has provided evidence that relates to **some of** the quality / competency area being measured. **In the main** the evidence clearly explains their role and what they did in relation to **some** of the behavioural descriptors associated with the area. The example / examples used have **some links indirectly** to the role requirements as defined by the PCC.
1. Low	The candidate has provided **some** evidence that relates to the quality / competency area being measured. The evidence **does not** clearly explain their role and what they did in relation to the behavioural descriptors associated with the area. The example / examples used have **no direct** relevance to the role requirements as defined by the PCC.