

## Applicant Comparison Matrix

**Instructions:** Please enter the criteria you intend to rate, by category, at the top of the appropriate column below. (See sample criteria on the reverse of this matrix.) Enter each applicant's name in the column at the left, then rate them 0, 1, 3 or 9 for each criterion according to the scale below.

Category	Education, Knowledge, Skills, and Abilities					Behaviors				Org Compatibility		Diversity					
<b>Criteria</b> 0 = does not meet requirements 1 = minimally meets requirements 3 = fully meets requirements 9 = exceeds requirements																	
Name																Total	Comments

## Example Applicant Comparison Criteria

### Education examples

- Bachelors degree in Computer Science, MIS, or other technical field
- Graduate of Animal Health Technician or equivalent program
- Ph.D. in Plant Breeding, Genetics, Crop Science, or Plant Biology or other relevant fields

### Knowledge, Skills, and Abilities (KSA) examples

- Experience with instructional design methods
- Demonstrated ability to successfully navigate complex, matrixed organization
- Exhibit exceptional communication skills, typified by possession of strong listening skills
- Experience with installation, configuration, and administration of content management systems
- Demonstrated ability to compete for extramural grants
- Proven experience coordinating complex projects involving multiple sites and partners
- Experience utilizing social media
- Experience in leading an internationally recognized research program in any aspect of oceanography
- Established record of externally funded research
- Able to reconcile reports and challenge potential issues based on knowledge of policy

### Behavior examples

- Relationship builder
- Results orientation
- Consultative client focus
- Self-directed
- Respecting diversity
- Creativity
- Tolerance of ambiguity
- Flexibility
- Attention to detail
- Persuasiveness

### Organizational Compatibility examples

- Career path relevancy
- Genuine interest
- Values/mission alignment
- Commitment to higher education
- Civically engaged

### Diversity examples

- Multilingual
- Nontraditional career path
- International experience
- Equal opportunity initiatives
- Experience working with diverse communities
- Experience working with people who require reasonable accommodation
- Previous experience managing conflict across differences