



# 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