

# MISSION-FOCUSED HIRING RUBRIC

Levels of Qualification for Resume Rankings		Eligibility Criteria				
		(1) Mission Fit	(2) Education	(3) Experience	(4) Success Orientation	(5) Meets Posted Expectations
<b>Tier 1.</b> Candidate holds or has held the specific job title, work experience, career preparation, and certifications with reported success. Job success is reflected on candidate's resume and in candidate's references. References check out positively with former employer and from peers. From a professional position, a Tier 1 candidate meets all or most of the expectations required in the posted position.	Fit to support spiritual mission, culture of excellence, commitment to service, and institutional values.	Educational degree, professional certifications, etc.	Holds or has held the specific job title, work experience, career preparation	Job success is reflected on candidates' resume and in candidate's references	Meets all or most of the expectations required in the posted position.	
<b>Tier 2.</b> Candidate has never held the position within another organization, but may have some of the-related experience germane to the advertised position. While the candidate has never held that position, candidate may have worked in a related field or department. Candidate may have delivered on some of the requirements related to the advertised position.	Fit to support spiritual mission, culture of excellence, commitment to service, and institutional values.	Related educational degree, related certifications, etc.	Have some of the related experience germane to the advertised position	Worked in a related field or department	Delivered on some of the requirements related to the advertised position.	
<b>Tier 3.</b> Candidate has not held a job similar to the job advertised, neither has the candidate worked in a related field, but appears to have potential based on training, education, etc. In professional sports, this is the "best-athlete-in-the-draft" selection. Candidate may have volunteer experience in the field, but has not been held accountable for the deliverables required in the posted position.	Fit to support spiritual mission, culture of excellence, commitment to service, and institutional values.	No educational degree, no certifications, some training, etc.	Appears to have potential based on training, education, etc.	Volunteer experience in the field	Has not been held accountable for the deliverables required in the posted position.	
<b>Tier 4.</b> Candidate meets none of the above criteria and would be a detriment to the mission of the institution if hired in the advertised position. Such a candidate will NOT be invited to campus!	None	None	None	None	None	