ANNEX C TO
REPORT TO
THE NOTTINGHAMSHIRE POLICE AND CRIME PANEL
BY THE INDEPENDENT MEMBER MR JOHN COOKE OBE
ON THE SELECTION PROCESS FOR THE
CHIEF CONSTABLE OF NOTTINGHAMSHIRE
DATED 25TH NOVEMBER 2016

RATING SCALE

Rating	Definition
4	**An area of considerable strength** The candidate has provided evidence that **directly** relates to the competency area being measured. The evidence **clearly explains** their role and what they did in relation to **many** of the behavioural descriptors associated with the area. The example used has **direct relevance** to the organisational objectives and the areas of importance as defined by the PCC relating to this role
3	**An area of some strength** The candidate has provided evidence that relates to **some** of the 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 used has **some relevant links** to the organisational objectives and the areas of importance as defined by the PCC relating to this role
2	**An area of acceptable performance** The candidate has provided **some** evidence that relates to **some** of the 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 used has **some indirect links** to the organisational objectives and the areas of importance as defined by the PCC in relation to this role
1	**An area where improvement is needed** The candidate has provided **some** evidence that relates to the 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 used has **no direct relevance** to the organisational objectives and the areas of importance as defined by the PCC in relation to this role