

## Selection Criteria - SCAR Executive Director

**Candidate:**

**Assessor:**

**Date:**

*Instructions: Rank each candidate on an absolute scale and not as a comparison amongst candidates. Composite rankings (arithmetic mean) of the committee will assist in selecting a short list of candidates for further consideration. Referee letters will only be requested for candidates on the short list. If you feel you have insufficient information to assign a ranking, rank as “I” - Insufficient. Rankings will be normalized to 100 excluding “I” rankings so candidates are not penalized for lack of sufficient information to make an informed assessment. In cases of equally ranked applicants further information may be requested if a decision is needed. Lack of a critical attribute may result in elimination of an applicant regardless of strengths in other areas, i.e., well-rounded candidates are preferred.*

Criterion	Ranking*	Comments
1) Education, degrees, and/or work experience relevant to Antarctic science (especially polar experience and prior links to SCAR and/or IASC or comparable polar bodies)		
2) Experience in similar or comparable positions		
3) Organizational skills(especially with respect to conference organization)		
4) Communication skills (especially facility with spoken and written English)		
5) Supervisory and strategic planning experience		
6) Financial management/budgetary experience		
7) Record as a scientist and/or manager of scientific activities (international reputation)		
8) Experience and success in external fund raising		
9) Experience in international relations, scientific research and collaboration		
10) Computer / web skills		
<b>Other considerations:</b> (e.g., additional languages, availability)		

(\*Rank individual candidates from 0 to 10 based on: 0 – no qualifications, 5 – acceptable qualifications, 10 - excellent qualifications)