**Sample Candidate Evaluation Rubric**

**Page 1 of 2, Sheet \_\_\_ of \_\_\_**

| **Criterion** | **Points Possible** | **Candidate #1 Name:**  Demo Candidate | **Candidate #2 Name:** | **Candidate #3 Name:** |
| --- | --- | --- | --- | --- |
| **Complex Organization** Experience managing complex organizations and strong understanding/appreciation of their role | **10** | 8 |  |  |
| **Internal Partner Management** Demonstrated understanding and experience to engage and interface with the Office of the President, Academic Senate, Board of Regents, Chancellors, and other essential internal partners | **10** | 10 |  |  |
| **External Stakeholder Management**  Ability to navigate and build top-level relationships across the key UC Locations, government agencies, Boards of Directors, and other external stakeholders | **8** | 5 |  |  |
| **Technical Foundation** Outstanding record of accomplishment in [LIST OF TECHNICAL SKILLS] and/or the operational/administrative disciplines related to the position | **7** | 7 |  |  |
| **Strategic Growth Experience** Tangible evidence of developing and implementing a strategy to grow or substantially evolve an organization | **7** | 4 |  |  |
| **Page 1 Totals** | **42** | 34 |  |  |
| **Other Skills, Qualities and Qualifications** | | | | |
| Diversity, inclusion, equity champion | **6** | 6 |  |  |
| Hands-on leader | **3** | 3 |  |  |
| Coalition builder | **6** | 5 |  |  |
| Innovative; nimble and agile thinker; curious | **4** | 4 |  |  |
| Demonstrated experience of eloquent and persuasive communication at the senior executive/board level | **4** | 4 |  |  |
| **Page 2 Total** | **23** | 22 |  |  |
| **Page 1 Total** | **42** | 34 |  |  |
| **Candidate Total** | **65** | 56 |  |  |