

SCS Hiring Framework

6 steps to Modernize State Hiring Practices

Define the Job and the Roles



1 Develop a Competency Map

- Review the job description and the provided core competency map. Select the core and preferred competencies that best align with your position

Source and Attract Talent



2 Select Work Tasks

- Select examples of work from the job specification and/or the position description to showcase competencies

Screen Applicants



3 Select Supplemental Questions

- Select supplemental questions to assist in the screening of candidates

Systematically Assess Candidates



4 Select Interview Questions

- Select behavior-based interview questions from the SCS banks

5 Select Interview Activities

- Select interview activities from the SCS competency-based bank

Make Data-Driven Hiring Decisions



6 Download structured interview templates and candidate comparison chart

- Create structured interviews by choosing from a bank of interview templates
- Easily compare candidate scores to help inform the decision-making process

