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DATE: December 18, 2025

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Updates to the SCS Hiring Framework

As part of the statewide rollout of the Louisiana Competency Model, as announced via [General Circular 2025-046](#), State Civil Service has updated the SCS Hiring Framework. These corresponding updates help agencies apply competencies consistently throughout the hiring process, ensuring that selections are clearly linked to the skills and behaviors that drive success in state service.

[What's New](#)

On January 1, 2026, the updated [SCS Hiring Framework](#) will include:

- Updated competency maps aligned to the Louisiana Competency Model
- New supervisory titles added to the required SCS Hiring Framework list
- Improved supplemental questions that strengthen candidate screening
- Refreshed behavioral interview questions and interview activities that support consistent, competency-driven evaluation
- Automated Structured Interview Tool (S.I.T.) Excel workbooks that streamline preparation, scoring, and panel collaboration

Together, these updates give agencies clearer guidance and practical tools to support consistent, competency-based hiring decisions.

[Implementation Timeline](#)

Since January 2024, HR departments have been required to complete and attach Steps 1 through 3 of the SCS Hiring Framework when posting designated job titles. While SCS recommends full use of all six steps, only the first three steps will remain as the required components moving forward.

Beginning January 1, 2026, agencies will transition from the 2024 version of the SCS Hiring Framework to the updated 2026 version. During this transition period, agencies may use either

version; however, elements from the two versions cannot be combined. Agencies must use one complete version or the other. Additionally, designated supervisory positions will soon require the use of the SCS Hiring Framework. The list of affected job titles is included below.

Important Dates to Remember

January 1, 2026	<ul style="list-style-type: none"> • <i>Transition period begins; agencies may use either the 2024 version or the 2026 version of the SCS Hiring Framework</i> • <i>SCS Hiring Framework requirement begins for designated supervisory titles</i>
February 27, 2026 (midnight)	<ul style="list-style-type: none"> • <i>Final day to post a job using the 2024 version of the SCS Hiring Framework</i>
March 1, 2026	<ul style="list-style-type: none"> • <i>2026 version of the SCS Hiring Framework becomes required for all applicable job postings</i>

System Updates

- Updates to the Louisiana Jobs and One Stop Job Information and Test Finder will be completed by Tuesday, December 23rd, to support this transition.
- Agencies should be mindful of their SCS Hiring Framework selections during this time to ensure postings align with the correct version of the framework.

Supervisor Titles Requiring the SCS Hiring Framework on January 1, 2026

CODE	JOB TITLE		
167340	ADMIN SUPV 1	172500	DOTD PROG SUP
167350	ADMIN SUPV 2	152230	ELECTION PROG SUP
130590	AGRI ENVIRON SPEC SUPV	160880	ENV PROJ COORD
134020	AGRI SPEC DIST SUPV	132170	FRAUD DETECT SUPV
148320	AGRI SPEC REG ENFORCE SUP	165390	GRP BEN ASST MANAGER
131670	AGRI/FOREST ENFORCE SUPV	165380	GRP BEN SUPERVISOR
167760	ARCHIVES SUPV	125600	HABILITATION INSTR 3
175990	BUSINESS DEV SUPV	170480	HOUSING FINANCE SUPV
166270	COASTAL RES PROG SUPV	170880	HR CONS SUP
152560	COMMERCIAL SUPERVISOR	170970	HR SUP
171310	COMMUNICATIONS OFF SUPV	165320	IMMUNIZATION PROG SUPV
171040	COMP INVEST SUPV	157810	INSURANCE SUPERVISOR\
160220	CONTR/GNTS REV SUPV	161770	INVESTIGATIVE SPEC SUPV
165860	CORR ARDC SUPV	166120	LABOR MKT SPEC SUPV
167390	CRIM REC SUPV	173350	LAW ENF TRAIN CONS SUPV
173050	DD SUPV	167030	LHSC PROG COORD 3
158460	DISEASE INTERV SPEC 4	165290	LICENSING ANALYST SUPV
158470	DISEASE INTERV SPEC 5	159900	MARKETING REP SUPV
		165880	MEDICAID ANAL SUPV

CODE	JOB TITLE
174070	MEDICAID LTC SUPV
169250	MEDICAID PROG SUPV
139940	MIN PRODUCT SUPERVISOR
169750	OCDD ACTIVE TREAT SP 3A
169770	OCDD ACTIVE TREAT SP 4
166590	ORS SUPV
148650	OSHA CONSULT SAFE/HLTH SU
127500	PROB/PAR SUPERVISOR/ADULT
146080	PROB/PAR SUPV/JUV
174160	PROC SUPV
159880	PROG COMPL OFF SUPV
164850	PUB INFO DIR 1
164860	PUB INFO DIR 2
164870	PUB INFO DIR 3
162010	PUBLIC LANDS SUPERVISOR
107100	RECOVERY SUPV
134990	REHAB DISTRICT SUPV

165250	REHAB EVAL SUPV
143080	REHAB INSTRUCTOR SUPV
122540	RET BENEFIT SUPV
122800	REV TAX OFFICER SUPV
170060	REVENUE TAX ANALYST SUPV
167160	ROW SUPV
168630	SOC SVC COUNS 5-B
165840	SOC SVCS ANL SUPV
144060	ST LOSS PREV SUPV
173520	ST PROC SUPV
167620	ST RISK ADJUSTER 5
142970	ST RISK UNDERWRITING SUPV
160000	TAX COMMISSION SUPV
170630	VETERANS ASST SUPV
172840	WILDLIFE/FISH COMPL SUPV
172160	WORK DEV SUPV
123660	WRK COMP COMPL SUPV

Advancing SHIFT Through Collaboration and Practice

The updates to the SCS Hiring Framework reflect how State Civil Service and agency partners continue to put [SHIFT: Shaping How We Invest in Future Talent](#) into practice. By strengthening the tools and resources that support the SCS Hiring Framework, we reinforce a shared, competency-based approach to hiring that promotes consistency, transparency, and stronger talent decisions across Louisiana state government.

For questions or support, please contact the State Civil Service Talent Acquisition and Workforce Development Division at scs-workforcedevelopment@civilservice.la.gov.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director