

Candidate Evaluation Rubric

Candidate Name: _____ Position: _____
 Interviewer: _____ Date: _____

Instructions

Rate the candidate in each category using the 1-5 scale. Multiply the rating by the assigned weight to get the score for each category. Use the notes section to provide specific evidence from the interview to support your rating.

Rating Scale

1 = Does Not Meet Expectations; 3 = Meets Expectations; 5 = Exceeds Expectations

Category	Weight	Rating (1-5)	Score (Weight x Rating)	Notes & Evidence (Examples from STAR answers, scenarios, etc.)
Technical Skills & Experience Demonstrates relevant qualifications and proficiency for the role.				
Mission & Values Alignment Shows genuine passion for the community served and the program's mission; expresses a desire to learn.				
Flexibility & Adaptability Demonstrates a positive attitude towards change and creative problem-solving skills; is not overly reliant on a fixed routine.				

Category	Weight	Rating (1-5)	Score (Weight x Rating)	Notes & Evidence (Examples from STAR answers, scenarios, etc.)
Teamwork & Communication Communicates clearly and respectfully; shows potential for strong collaboration with peers in a non-hierarchical setting.				
Community Engagement Shows a deep and authentic understanding of and connection to the community.				
Total Score				