

Our grading sheet is a form you complete on every candidate you have now screened as a potential fit. If you can tell that some of the candidate's are probably C level in a superficial overview in comparison to others you set those aside now and grade the rest. The grading sheet will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the grading sheet process you can be pretty sure who the A plus candidates are, who the A candidates are, and who the B candidates are. Then we focus on scheduling for the A's.



Candidate Scorecard

Grade: _____

Grader's Name: _____

Candidate Name:

Client Name: Dow Solar Solutions Hiring Manager's Name: Narayan Ramesh

Position: Lead Industry Specialist HR Rep's Name: Clint Shephard

Attribute	A/B/C	Comment
1 .Education A = PhD, MS, or BS in EE B = PhD, MS, or BS in other engineering program C = Only BS & not in Engineering		
2. Knowledge of module construction for solar applications. A = Yes B = Somewhat C = No		
3. Exp. working on system design and/or development of solar arrays. A = Yes B = Somewhat C = No		
4. Has solar industry relationships with electrical & bldg code organizations A = Yes B = Somewhat C = No		
5. Exp. leading org design and skills set development for a customer tech interface org. A = Yes B = Somewhat C = No		
6. Management Experience A = Yes B = Somewhat C = Very little if any		

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<p>7. Exp. implementing education programs for utility, homeowners, builders, dealers, & roofers A = Yes B = Somewhat C = No</p>		
<p>8. Knowledge of Electrical Engineering as it relates to Inverter selection and power conditioning for Solar Applications. A = Yes B = Somewhat C = No</p>		
<p>9. Exp. leading the development of residential roof design guidelines, training tools and solar “roof top” design tools A = Yes B = Somewhat C = No</p>		
<p>10. When designing the tools in Question 9 of SS, timeline to resolve problem is A = 3 months or less B = 3-4 months C = more than 4 months</p>		
<p>11. Knowledge of Electrical Codes, governing body standards and regulations such as (NEC, IEEE, etc.) A = Yes B = Somewhat C = No</p>		
<p>12. Relationships with custom builders in AZ & CA A = Yes B = Somewhat C = No</p>		
<p>13. Exp defining solar installation commissioning procedures in question 9 A = Yes B = Somewhat C = No</p>		
<p>14. Exp. with Photovoltaic calculations like LCOE, ROI, and payback time A = Yes B = Somewhat C = No</p>		

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<p>15. Entrepreneurial Exp. A = Yes B = Somewhat C = No</p>		
<p>16. Citizenship Status? A = US Citizen or Greencard/Visa approved B = VISA getting approved, won't delay process C = some significant visa issues, delays expected</p>		
<p>17. Compensation: 125K to 150K with bonus 14% A = 125K to 150K B = 100K to 120K or 160K to 170K C = below 100K or over 170K</p>		
<p>18. Job Changes/Stability Total Number of Job changes: Total number of yrs working: Average number of yrs at each job: A=Avg. yrs = 5-10 B=Avg. yrs = 3-5 C=Avg. yrs >3</p>		
<p>Grading Point System: A's = 4 B's = 3 C's = 2 Bonus Points = 1 Now add up the numerical value of each grade and then divide by the total number of grades</p>		<p>Total Points</p> <p>Divided by ___ grades =</p> <p>Avg. Grade</p>