



ROPELLA® CANDIDATE SCORECARD

LUCAS

Coatings, Sealants and Adhesives

CANDIDATE'S NAME _____

POSITION **HEAD OF OPERATIONS**

DATE _____

REVIEWER'S NAME _____

The Score Card is used to determine a preliminary score for each candidate and their potential fit for the role.

1. Begin with a phone or video interview.
2. Complete this Score Card using the data collected from the phone interview, resume, and completed Skill Survey.
3. Use the completed Score Cards to compare each candidate (on an apples-to-apples basis) to decide who moves on to the next step in the interview process.

SCORING KEY

3 = Excellent | Proven experience, background, and past examples that are a strong fit for this role.

2 = Competent | Experience, background, and examples that are a potential fit for this role.

1 = Below Average | Experience background and examples that could be a detriment to this role.

Bonus = +1 | Exceptional experience or characteristics that go above and beyond the desired requirements for this role.

SKILL SURVEY ANSWERS TO SCORE	SCORE
1. Provide an overview of your expertise, including years' experience, leading Operations and Manufacturing functions in a specialty chemical/coatings manufacturing environment. Which products/chemistries are you most familiar with? Please highlight (if applicable) any experience related to specialty coatings, adhesives, or sealants.	
2. Describe the manufacturing sites you have held direct responsibility for. Did this include multi-site operations? What were the size (sqft and headcount) of these sites?	
3. Describe your experience having full or partial P&L responsibility. What size business (dollars) have you been responsible for? Did your responsibility include the following functions: supply chain, quality, purchasing, maintenance, shipping, etc.?	
4. What strategies have you executed to reduce costs, maintain quality and manage change while maintaining customer service levels? Describe the KPI's you use to track progress and evaluate outcomes.	
5. Provide an example (or examples) of driving change in an operations environment. What obstacles did you encounter and how did you overcome them? What metrics did you use to measure success during this transition?	
6. If asked one of the following questions during an interview, how would you answer? Why are you considering this opportunity? (or) What's motivated you to consider a career change at this time?	
SKILL SURVEY TOTAL SCORE	

ADDITIONAL CONSIDERATIONS	YES/NO/UNCERTAIN
Education Fit Is the candidate's formal education and training an asset to this role?	
Relocation Fit Does the candidate have minimal hurdles to relocation (home ownership, employed spouse, children in grade school, cost of living difference, etc.)?	
Compensation Fit Will we be able to offer a total compensation package that will motivate the candidate to make a change?	
Communication Fit Is the candidate a strong communicator who is easy to understand?	

For each candidate that moves forward, now is the time to start the reference check process (www.harver.com) background check process (www.clearcheck.com) and assessment process (www.hogan.com). Remember, the more data and information you can collect earlier in the interview process, the better - as this will make for much better interviews and hiring decisions.

ADDITIONAL REVIEW NOTES: