



## Citizens Redistricting Commission Hiring Criteria

Hiring Criteria guidelines provide information regarding the job-specific competencies (also known as Knowledge, Skills, and Abilities) necessary for staff to successfully accomplish the mission and objectives of the Citizens Redistricting Commission. The four primary competencies that staff are expected to possess are Ethics (and Integrity), Personal Credibility, Results Orientation, and Global Perspective/Organizational Awareness.

The ideal candidate will be able to demonstrate a clear ability to establish expectations of ethical behavior, foster an environment of openness and transparency and ensure that a high level of standards is achieved while being aware of the consequences of decisions. They will additionally display honesty and integrity when dealing with fellow employees and the general public, and must be willing to take ownership of both positive and negative outcomes. In order to ensure the above, staff are expected to be able to select, gather, analyze and set realistic goals and objectives, and to establish clear priorities when there are conflicting objectives and deadlines. Staff will also be required to demonstrate flexibility in re-evaluating previous goals and objectives as new information becomes available. Finally staff will be expected to understand the Commission's position within State Government, including the ability to understand the political, economic, and legal issues associated with the redistricting mission and the importance of the rules, regulations, procedures, and policies necessary to function as a governmental entity.