

Use of stars in the recruitment system

In the new recruitment system candidates can be assessed by means of stars (see image on the right). You can find the meaning of these stars below.



# Stars	Meaning	Explanation and examples
★	Does not meet requirements	The candidate does not meet the minimal function requirements (need-to-have) with respect to education and experience.
★★	Does not meet all requirements	The candidate does meet the minimal functional requirements (need-to-have) with respect to education and experience. CV and motivation letter lead to severe doubt: The education results (final grade) are low and/or The achieved results in the previous functions are minor or of little relevance for the function and/or Need-to-have competences are lacking, e.g. language proficiency, planning, environmental awareness.
★★★	Meet requirements	The candidate does meet the minimal functional requirements (need-to-have) with respect to education and experience. CV and motivation letter meet requirements: The education results (final grade) are good. The achieved results in the previous functions are adequate for the function. Need-to-have competences are present, e.g. language proficiency, planning, environmental awareness. The candidate has few or no nice-to-have education, experience or competences.
★★★★	Good	The candidate meets all need-to-have functional requirements. CV and motivation letter are good: The education results (final grade) are good to very good. The achieved results in the previous functions are good and relevant for the function. Need-to-have competences are demonstrably present, e.g. language proficiency, planning, environmental awareness. And at a good level. The candidate meets one or more of the nice-to-have functional requirements e.g. experience in a specific technique, industry, working method.
★★★★★	Excellent	The candidate meets all need-to-have functional requirements. CV and motivation letter are excellent: The education results (final grade) are good to excellent. The achieved results in the previous functions are impressive and very relevant for the function. Need-to-have competences are demonstrably present, e.g. language proficiency, planning, environmental awareness. And at a high level. The candidate meets most of the nice-to-have functional requirements e.g. experience in a specific technique, industry, working method. Candidate clearly shows what they would contribute to the department.