

Scoring Guide

Board and Committee Public Applications Scoring Tool

Any question left unanswered through either application form or resume receives an automatic score of zero (0).

The Priority Skills for all Committees for 2025 are as follows:

- **Experience:** familiarity with relevant laws, regulations, and best practices related to the mandate of the Committee.
- **Analytical abilities:** strong problem solving-skills with the capacity to evaluate information and make informed decisions.
- **Collaborative spirit:** proven ability to work effectively as part of a team, demonstrating a non-competitive approach.
- **Commitment:** a genuine commitment to the mission and values of the City of Owen Sound, with a passion for enhancing public sector governance and effectiveness.

Resident/Owner/Tenant in Owen Sound

No = 0

Yes = 1

Able to Meet at Selected Board / Committee Meeting Time

No= 0

Yes = 1

Current or Previous Service on Board / Committee

No = 0

- Applicant has no previous service on municipal boards or committees within or outside Owen Sound.

Yes = 1

- Applicant has previous service on municipal boards or committees within or outside Owen Sound.

Interest in Serving on Board / Committee

Low = 0

- Applicant selected multiple Boards/Committees, with this Board/Committee given priority 3+ with or without providing examples of their interest in serving on this Board/Committee.

Medium = 1

- Applicant selected multiple Boards/Committees, with this Board/Committee given priority 2 and provided relevant justification / examples of their interest in serving on this Board/Committee.
- Applicant selected this Board/Committee as priority 1, but did not provide relevant detail about their interest in serving on this Board/Committee.

High = 2

- Applicant selected this Committee as priority 1 and provided relevant detail about their interest in serving on this Committee.

Education & Training

Low = 0

- Applicant has not achieved Ontario Secondary School Diploma (OSSD) or equivalent.

Med = 1

- Applicant has achieved Ontario Secondary School Diploma (OSSD) or equivalent.

High = 2

- Applicant has achieved Ontario Secondary School Diploma (OSSD) or equivalent and has education or training related to the mandate of the committee.

Current or Past Work Experience & Skills

Low = 0

- Applicant provides no current or past work/skill development experience in any sector.

Low = 1

- Applicant has one year or less of work/skill experience in any sector.

Med = 2

- Applicant has more than one year of experience in any sector.

Med = 3

- Applicant has more than one year of experience related to the mandate of the Committee.
- Applicant:
 - Has 2+ years of experience in any sector, and
 - Provides some examples of experience applying the skills identified as priority skills.

High = 4

- Applicant has 2+ years of experience related to the mandate of the Committee.
- Applicant provides some examples of experience applying the skills identified as priority skills and how this will support the Committee.

High = 5

- Applicant has 5+ years of experience in applying the skills identified as priority skills.
- Applicant provides excellent examples of experience applying the skills identified as priority skills and how this will support the Committee.

Current or Past Community Involvement or Volunteer Work

Low = 0

- Applicant provides no past or current community/volunteer experience in any sector.

Low = 1

- Applicant has some community/volunteer experience in any sector.

Med = 2

- Applicant has less than one year of community/volunteer experience in any sector, including some experience in a position of leadership or responsibility.

Med = 3

- Applicant has one or more years of experience in a position of leadership or responsibility in a volunteer capacity.
- Applicant:
 - Has 2+ years community/volunteer experience in any sector, and
 - Provides valid justification for how their skillset/experience would add value to Committee.

High = 4

- Applicant has 2+ years of experience applying the identified priority skills in a volunteer capacity.
- Applicant provides examples of how they will apply their experience in service of the Committee.

High = 5

- Applicant has 5+ years of experience applying the identified priority skills in a volunteer capacity.
- Applicant provides excellent examples of how they will apply their experience in service of the Committee.

Additional Skills or Experience

Low = 0

- Applicant provides no additional skills or experience.

Low = 1

- Applicant lists some additional skills or experience, that are not identified as priority skills or related to the Committee mandate.
- Applicant does not provide examples to demonstrate how additional skills will benefit the Committee.

Med = 2

- Applicant lists some additional skills or experience, that are not identified as priority skills but are related to the Committee mandate.
- Applicant does not provide examples to demonstrate how additional skills will benefit the Committee.

Med = 3

- Applicant lists some additional skills or experience that are not identified as priority skills but are related to the Committee mandate.
- Applicant provides limited examples to demonstrate how additional skills will benefit the Committee.

High = 4

- Applicant's additional skills include priority skills or skills closely related to the Committee mandate.
- Applicant uses examples to demonstrate how additional skills will benefit the Committee.

High = 5

- Applicant's additional skills include priority skills.
- Applicant provides examples of having applied priority skills.
- Applicant relates additional skills to the Committee.