



Hagar International Afghanistan – Executive Director

SELECTION CRITERIA FORM

Very Important Note: If you do not complete this form, or do not provide real examples, **you will not be selected for interview**. Please use the form to demonstrate why/how you meet the criteria with clear evidence from your own experience. Please keep this to a **maximum 4 pages**

NAME: _____

Criteria	Meet criteria? Yes/No	Explain, from your real life experience, how you meet the criteria. Please provide clear examples
<p>Example:</p> <ul style="list-style-type: none"> Proven leadership and mentoring skills 	<p>Yes</p>	<p>Example answer: <i>In my last job with ABC, I lead a team of 5 people. This involved leading the financial component of our NGO's strategic plan.</i></p> <p><i>Two of my team had never worked in finance before, so I met them weekly to help them learn quickly. We identified goals together and at the end of 6 months they both knew how to conduct an open and fair recruitment and one of them successfully took on responsibility for orientation for new staff.</i></p>
Education:		
<ul style="list-style-type: none"> Relevant tertiary qualifications and evidence of senior level experience in social work, public policy or a related discipline 		
Experience Knowledge/Skills:		
<ul style="list-style-type: none"> History of successful strategy development, delivery and execution that delivers service growth and improves performance outcomes 		

<ul style="list-style-type: none"> • Demonstrated experience of effective budget preparation, forecasting and management 		
<ul style="list-style-type: none"> • Demonstrated sound knowledge of the quality and policy frameworks underpinning the work of Hagar International 		
Knowledge/Skills:		
<ul style="list-style-type: none"> • Demonstrated high level analytical problem solving skills, the ability to assess options and identify and implement creative, innovative and flexible solutions 		
<ul style="list-style-type: none"> • Proven engagement and relationship-building skills and the ability to represent the organisation effectively and professionally 		
<ul style="list-style-type: none"> • Demonstrated sound knowledge of social policy and relevant regional and national issues 		
<ul style="list-style-type: none"> • Demonstrated high level organisational skills and the proven capacity to take on and deliver on multiple and varied projects 		
Personal Attributes:		

<ul style="list-style-type: none">• Understanding of and commitment to Hagar International’s objectives, values and priorities		
<ul style="list-style-type: none">• Evidence of strong consultation, communication and interpersonal skills, with a demonstrated capacity to work collaboratively with others, negotiate and exercise influence in a diverse range of contexts		
<ul style="list-style-type: none">• A track record of driving, motivating and developing high functioning partnerships and outcome-focussed teams		