



Candidate's Name _____

Position _____ CEO _____

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 executive leadership expertise, building specialty chemical distribution companies.	
2. Describe your knowledge of various specialty chemical blends and specialty chemical endmarkets. Highlight the major distributor players/buyers/suppliers where you have strong contacts. At what level are the majority of your contacts?	
3. Please provide any examples of your ability to grow revenues and/or drive increased margins through innovation in the past.	
4. Expand on your operational and commercial development skills; experience with negotiations, mergers and acquisitions, and growth management via M&A.	
5. Provide any examples of post-close integration work with acquisitions – synergy realization, culture/team expansion, and other learnings.	
Skill Survey Total Score	

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

For each candidate that moves forward, now is the time to start the reference check process (www.outmatch.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 Notes: