**Competency Based Selection**

Please see <https://en.wikipedia.org/wiki/Competency-based_recruitment>

From Wikipedia:

**Competency-based recruitment** is a process of recruitment based on the ability of candidates to produce anecdotes about their professional experience which can be used as evidence that the candidate has a given competency. Candidates demonstrate competencies on the application form, and then in the interview, which in this case is known as a **competency-based interview**.

The process is intended to be fairer than other recruitment processes by clearly laying down the required competencies and then testing them in such a way that the recruiter has little discretion to favour one candidate over another; the process assumes high recruiter discretion is undesirable. As a result of its perceived fairness, the process is popular in public services. Competency-based recruitment is highly focused on the candidates' story-telling abilities as an indication of competency, and disfavours other indications of a candidate's skills and potential, such as references.

The ability to communicate in fact why someone should be hired is the basis. It has the interviewer listen. Prevent from hiring like people.

The general error at large companies is that “we hire for hard skill set and fire for soft skills.”

Usually HR only allows folks that apply and pass requirements to be interviewed. Usually there is a simple “tech” interview to check that the interviewee has the needed skills. At Nike we usually have in-person interview for the competency based interview.

Often leaders cannot accept just the second interview and try to “tech” folks also. It is my experience that these leaders often hire folks that are later “fired for soft skills” and their departments often how a lack of diversity. Interviews are 90 mins to two hours and often include company tour and company store pass. We want people to remember us in a good light even when they do not get the job.