

# Referee Report Form

## **Instructions for Referees**

1. This form may be completed in MS-Word or on a printed copy.
2. The completed form should be provided to the applicant for review and signature prior to being forwarded to the Selection Advisory Committee for consideration in the assessment of the applicant.

## **Instructions for Selection Advisory Committees**

1. This form is part of the Recruitment Selection Package.
2. This form may be completed in MS-Word or on a printed copy.
3. The completed form, together with any other documents required as part of the Selection Advisory Committee Report, are to be returned to Shared Services.

## **Written Referee**

This report contains a summary of comments provided by an applicant's referee in support of the applicant's ability to meet the selection criteria. A copy of the completed referee report must be made available to the applicant.

## **Verbal Referee**

This report may be completed by a member of the Selection Advisory Committee or authorised representative (e.g. scribe). A copy of the report must be provided to the referee for verification and signature. The Selection Advisory Committee will provide the applicant with the opportunity to view the referee report and make comment.

**Note:** The numerical recruitment rating scale should be used (refer to page 4).

Applicant Details		
Family Name:	Given Names:	
Details of Position Applied For		
Directorate: City and Environment	Division: Access Canberra	
Branch: Service Delivery and Engagement	Section: Libraries ACT	
Position Title: Assistant Director Public Libraries	Classification: Senior Officer Grade C (SOGC)	Position Number: 37641
Referee Details		
Name:	Position Title:	
Phone:	Organisation:	
Email:	Relationship to Applicant:	

## Referee Comments for Selection Criteria

### Criterion 1: Skills

- o Demonstrated people management and leadership experience in a service delivery environment, working across multiple locations with the ability to manage performance and drive consistent service standards.
- o Demonstrated ability to lead workforce planning and resource allocation ensuring alignment with service demand, organisational priorities and operational requirements.
- o Proven capability to lead and support teams through organisational change and reform.
- o Excellent organisational skills with experience in setting and managing multiple priorities and delivering outcomes in a dynamic, customer-focused environment.
- o Well-developed digital and written, communication skills with the ability to share information clearly and appropriately in a highly reactive and complex environment.

#### Rating:

Comments:

### Criterion 2: Knowledge

- o A working knowledge of public sector accountabilities, regulatory frameworks, and governance principles.
- o An understanding of face-to-face service delivery leadership, in a community focussed environment.

#### Rating:

Comments:

### Criterion 3: Behaviour

- o Demonstrated ability to work collaboratively and build productive relationships and model the highest ethical standards.
- o Demonstrated ability to lead through others, build leadership capability and support teams through change.
- o Demonstrated ability to work with others and exemplifying the ACT Government Signature Values and Behaviours.

#### Rating:

Comments:

### Criterion 4: NA

#### Rating:

Comments:

### Criterion 5: NA

#### Rating:

Comments:

**Criterion 6: NA**

**Rating:**

Comments:

**Criterion 7: NA**

**Rating:**

Comments:

**Criterion 8: NA**

**Rating:**

Comments:

**Criterion 9: NA**

**Rating:**

Comments:

**Additional Comments**

**If Oral Comments Provided**

Comments recorded by:-

Name:

Signature: Date: / /

**Referee**

I certify that the above comments are a true and accurate record of my observations.

Name:

Signature: Date: / /

**Applicant**

Name:

Signature:

Date: / /

## Recruitment Rating Scale

Rating	Description	Indicators of Performance
<b>5</b>	<b>Excellent</b>	
	<p>The applicant possesses exceptionally well developed and relevant skills and abilities, and the appropriate personal qualities in relation to this criterion, and their performance is outstanding.</p> <p>This is only to be used in cases where exceptional skills have been demonstrated against this criterion.</p>	<p>Is able to perform at high level without direct supervision, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• excellent job knowledge</li> <li>• exceptionally reliable</li> <li>• considerable demonstrated ability in problem solving and the application of change</li> <li>• appears to deal instinctively and effectively with all matters relating to the position.</li> </ul>
<b>4</b>	<b>Fully Competent</b>	
	<p>The applicant possesses highly developed and relevant skills and abilities, and would perform consistently well against this criterion.</p>	<p>Would require limited supervision to achieve good results, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• reliability and responsibility</li> <li>• well developed (sound) job knowledge</li> <li>• able to suggest and initiate improvements</li> <li>• well able to deal with all of the routine and most of the complex matters relating to position.</li> </ul>
<b>3</b>	<b>Competent</b>	
	<p>The applicant possesses well developed and relevant skills, abilities and personal qualities and has demonstrated competency at the required level.</p>	<p>Would require routine/little supervision to perform at an acceptable level, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• reasonable/good job knowledge</li> <li>• makes few errors</li> <li>• generally reliable</li> <li>• would require guidance for more complex situations</li> <li>• could carry responsibility but would not seek it</li> <li>• could deal with all routine matters involving the position.</li> </ul>
<b>2</b>	<b>Requires Development/Satisfactory</b>	
	<p>The applicant possesses some skills, abilities and personal qualities relevant to the criterion, but is limited on others.</p> <p>The applicant would be able to temporarily perform the duties of the position <u>with close supervision</u>, but would require further training and development to meet the standard required against this criterion.</p>	<p>Would require close supervision to perform at an acceptable level, for one or more reasons including:</p> <ul style="list-style-type: none"> <li>• only basic/general job knowledge</li> <li>• could follow directions but would require frequent checking/follow-up</li> <li>• could deal with most routine matters involving the position</li> <li>• inconsistency with work performance.</li> </ul>
<b>1</b>	<b>Unsuitable/Unsatisfactory</b>	
	<p>The applicant is unable to demonstrate adequate skills, abilities and personal qualities in relation to the criterion.</p> <p>The applicant would not be suitable to perform the duties of the position relevant to the criterion, even on a temporary basis.</p>	<p>Would be unable to perform the duties and would require constant supervision, for one or more reasons, including:</p> <ul style="list-style-type: none"> <li>• limited job knowledge</li> <li>• frequent errors</li> <li>• poor work output</li> <li>• difficult carrying responsibility or solving problems</li> <li>• difficulty dealing with routine matters relating to the position.</li> </ul>
<b>N/A</b>	<b>Not Assessed</b>	
	<p>Where the referee was unable to comment on a particular criterion; or the Selection Advisory Committee was unable to determine whether the applicant met the selection criterion from the information provided; or referee comments were insufficient to make an assessment.</p>	

