

What This Tool Does

This tool helps you identify the key competencies required for success in a role. It provides a structured way to define what strong performance looks like and how each competency should be assessed.

When to Use It

- When creating a new role
- When updating an existing job description
- Before reviewing applications
- When hiring outcomes have been inconsistent

What You'll Do

- Select the competencies that matter most for the role
- Define what effective performance looks like
- Determine how those competencies will be evaluated
- Identify potential evidence gaps in your evaluation

Role / Job Title:



Medicine Hat
Economic
Development

403-977-0146

opportunity@medicinehat.ca

533 First Street SE
Medicine Hat, Alberta
T1A 0A9

opportunitymedicinehat.ca

Competency #1

What does "good evidence" for this competency look like:

How will this competency be assessed?



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Competency #2

What does "good evidence" for this competency look like:

How will this competency be assessed?



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Competency #3

What does "good evidence" for this competency look like:

How will this competency be assessed?



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Competency #4

What does "good evidence" for this competency look like:

How will this competency be assessed?



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Competency #5

What does "good evidence" for this competency look like:

How will this competency be assessed?



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Competency #6

What does "good evidence" for this competency look like:

How will this competency be assessed?

Which competencies cannot be reliably assessed from a résumé alone?

Which competencies are best assessed through observation or simulation?

Next Step

Use the priority competencies identified above when completing the rest of the Competency Match tools.