

AGR Package and Interview Scores

Candidate:

Simple Scoring:

Board Member:

Complex Scoring:

Question 1 score: _____
Question 2 score: _____
Question 3 score: _____
Question 4 score: _____
Question 5 score: _____

Question 6 score: _____
Question 7 score: _____
Question 8 score: _____
Question 9 score: _____
Question 10 score: _____



TOTAL SCORE INTERVIEW QUESTIONS : _____

**Deviations to this standard scoring criteria must be approved by wing or group commander.
Selecting official date stamped signature:**



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Package & Interview Score Sheet

PACKAGE

SCORE: _____

This was based on content, experience, education, and special skills.

A score of ____ - NGB 34-1 or resume had no information such as: PME, and other assignment information.

The applicant provided questionable employer references. (ADD you additional criteria here ex. No Degree) A

score of ____ - NGB 34-1 or resume had little to no information and below average such as: past job performance, and other military assignment information. (ADD you additional criteria here ex. No Degree)

A score of ____ - NGB 34-1 or resume had some information such as: past job performance, and other military assignment information and was average. (ADD you additional criteria here ex. Completed Associate Degree)

A score of ____ - NGB 34-1, resume, letters of recommendation, course completion certificates were above average and available for review when package was submitted. (ADD you additional criteria here ex.

A score of ____ - NGB 34-1, resume, letters of recommendation, course completion certificates, past job performance, and other military assignment information were all superior and available for review when package was submitted. (ADD you additional criteria here ex. Completed Master's Degree)

JOB EXPERIENCE

SCORE: _____

This was based on job experience (military and civilian) as related to the duties of the position applied for.

Experience in career fields which have relevance to the advertised position should be considered.

A score of ____ -was given to an applicant who does not possess appropriate or complete job experience.

A score of ____ -was given to an applicant with experience that marginally demonstrates knowledge, skills and abilities through past work performance in the position applied for.

A score of ____ -was given to an applicant who possesses adequate knowledge, skills and abilities through past work performance in the position applied for.

A score of ____ -was given to an applicant who possesses above average knowledge, skills and abilities through past work performance in the position applied for and regulatory references.

A score of ____ -was given to an applicant who possesses excellent knowledge, skills and abilities through past work performance in the position applied for and regulatory references.

GENERAL MILITARY EXPERIENCE

SCORE: _____

This was based on general military experience of the applicant. Experience unrelated to the position, but related to general conduct of military activities, may be considered (PME or BMT instructor, HHQ staff duties, adherence to military standards, etc.).

A score of ____ - was given to an applicant who does not possess appropriate or complete general military experience.

A score of ____ - was given to an applicant that marginally demonstrates knowledge, skills and abilities through past work performance.

A score of ____ - was given to an applicant who possesses adequate knowledge, skills and abilities through past work performance.

A score of ____ - was given to an applicant who possesses above average knowledge, skills and abilities through past work performance and regulatory references.

A score of ____ -was given to an applicant who possesses excellent knowledge, skills and abilities through past work performance and regulatory references.

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UNIT FORCE STRUCTURE

SCORE: _____

This area considered how well the applicant's current grade aligned with the advertised position's grade and the overall force structure of the unit/section for which the individual applied. Unit force structure is dynamic and scores will vary accordingly based on current squadron/flight structure and applicant grade. If all applicants' grades were equal, this area may not have been considered. Optimal TAFMS for this position is over _____ years. A score of _____ was given to an applicant whose current grade least effectively aids the unit in establishing and maintaining proper force structure. *TAFMS is _____ years or less*

A score of _____ was given to an applicant whose current grade somewhat aids the unit in establishing and maintaining proper force structure. *TAFMS is over _____ years but less than _____ years*

A score of _____ was given to an applicant whose current grade effectively aids the unit in establishing and maintaining proper force structure, but can become a concern based on applicant's grade and those within the unit. *TAFMS is over _____ years but less than _____ years*

A score of _____ was given to an applicant whose current grade aids the unit in establishing and maintaining proper force structure based on applicants grade and those within the unit. *TAFMS is over _____ years but less than _____ years*

A score of _____ was given to an applicant whose current grade most effectively aids the unit in establishing and maintaining proper force structure based on applicants grade and those within the unit. *TAFMS is over _____ years*

ORGANIZATIONAL & LEADERSHIP SKILLS

SCORE: _____

Demonstrated/potential organizational & leadership ability was considered through review of the hiring package contents and interview.

A score of _____ was given to an applicant who demonstrated the least organizational & leadership ability/potential.

A score of _____ was given to an applicant who demonstrated minimal organizational & leadership ability/potential through past performance.

A score of _____ was given to an applicant who demonstrated average organizational & leadership ability/potential through past performance.

A score of _____ was given to an applicant who demonstrated above average organizational & leadership ability/potential through past performance.

A score of _____ was given to an applicant who demonstrated the greatest organizational & leadership ability/potential.

TOTAL PACKAGE SCORE:

TOTAL INTERVIEW SCORE:

TOTAL OVERALL SCORE:

POLICY FOR SELECTION PANELS (from AKNGI 1320.14 26 Jun 2020)

Selection panels will be used in determining the “best suited” applicant (an observer may be present if desired. There is no criteria for an observer, however, observers are not selection panel members and must be a non-participant in the process). An interview panel is better able to document and interpret the information presented by an applicant. A panel also reduces the risk of biases in ratings, and allows for a diverse (e.g., race and gender) range of interviewers. This indicates to the applicant the organization values diversity and fair treatment.

The selecting supervisor is the individual responsible for making the decision whether to select an applicant for a position. When the selecting official is not a panel member the panel will provide recommendation to the selection official.

- Panels will be composed as follows;

- Selection panel will include not less than three members who are equal to or senior in rank to all applicants being considered.
- Panel members will be drawn from the ANG and may include a mix of Full-time Support (FTS) (AGR, Military Technician, and Non-Dual Status Title 5 Technicians) and inactive duty training (IDT) Airmen. External members may sit on the panel if they can be considered Subject Matter Experts (SMEs) in the appropriate specialty (i.e. ARNG, Active Duty or Reserve).
- The president will be the senior member on the panel when the selecting official is not a member.
- All panels **will** be diverse by gender **and** two or more either ethnicity **or** Race. Approved exception, if all applicants and panel members are of the same gender, board diversity by gender is not required. Additional exceptions to policy require approval from the State Equal Employment Manager (SEEM).
- Panels for an enlisted position **will** have at least 1 enlisted Airman as a panel member.
- Panel Members must ALL be of equal or higher grade that the authorized grade of the advertised position. *EXAMPLE: An E-5 in an E-5 graded position cannot be on an interview panel for a E-6 position **EVEN IF** all applicants are currently the grade of E-5*