

## ADDRESSING SELECTION CRITERIA

This type of application is used for most public sector positions: Federal government (public service), state government, Local government, Educational institutions, Health and Welfare.

### What is required:

- Application form
- Statement Addressing Selection Criteria (where you demonstrate your suitability with evidence)
- Resume
- Cover letter

### What are Selection Criteria?

- Listing of desirable and essential knowledge, skills and attitudes that an organisation/employer requires the successful candidate to possess in order to qualify for the position
- Selection Criteria can be listed clearly in an advertisement. Often reference will be made to phoning HR to obtain a full outline of Selection Criteria and Information Package. Most commonly used for public service/government/university positions
- Selection Criteria are also listed for other organisations - but may not be explicitly listed - it is up to you to identify/underline the key skills, qualities they are seeking as identified in their advertisement.

### Why are they used for job applications?

To help the employer decide whether you meet the requirements of the position. You must explicitly state how you meet their requirements - do not expect them to wade through your resume for proof.

### What are the steps involved in addressing Selection Criteria?

1. **Obtain a full information package:** this is likely to include a job description, application form (if needed) and an "about us" section relating to the organisations values, benefits and culture
2. **Start a new document.** You might like to use the heading: "Response to Selection Criteria" or "Statement Addressing Selection Criteria". Type out each of the criterion exactly as they are stated. Don't miss out any! Leave space under each criterion for your response. Include the position title and your name on each page.
3. **Identify all the specific elements in each criterion.** Underline key words in order to break down the criteria into components
4. **Prepare a response about how you meet each criteria and back it up with specific examples.** Refer to a variety of experiences: your tertiary studies, employment experience, sporting or other team activities, membership of any societies, community organisations, awards, publications etc. Write a paragraph or two outlining how you meet those criteria. Be specific in doing this - refer to specific examples of your background etc. It is OK to use bullet points

*The purpose of addressing selection criteria is to show the employer that you can do the job, and also that you are keen to work for that particular organisation.*

# Addressing Selection Criteria Guide Nursing

**LM Reder**



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