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| **Criteria (to be taken from the person specification section of the job description - only those criteria to be assessed at the ‘Interview’ stage)** | **Questions (Questions should be based on the essential criteria. Desirable criteria may also be considered, but they should only influence the decision-making process if needed as a deciding factor)** | **Notes/Candidate Answer** | **Score – refer to the scoring framework on the 2nd page.** |
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| **Positive Indicators - show evidence that the candidate is meeting or exceeding the criterion. These help you to recognise strong or relevant responses.** | **Negative Indicators - highlight behaviours or responses that suggest the candidate is not meeting the criterion. These help identify gaps or concerns.** |
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**Total Score:**

