

# Talent Selection Overview

## Talent Selection Basics

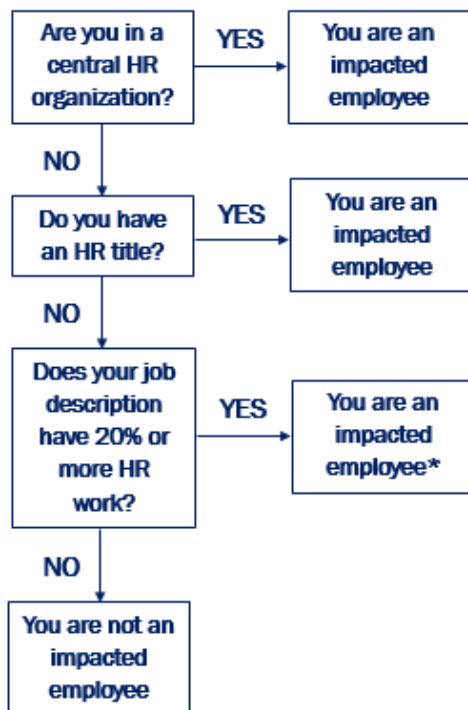
The talent selection process is broken in to three position categories:

1. **Non-competitive** - A position is fundamentally the same in the future-state as it is in the current-state
2. **Internally competitive** - A position in the future-state is new or different from any current-state position, but could most likely be filled internally
3. **Priority postings** - Posting of the position in the future-state is prioritized due to needs of transition, operations, and / or leadership

## Frequently Asked Questions

- **Is there a limit to the number of positions to which I can apply?** You are not limited to how many positions you can apply for; however, please use your discretion based on the stated qualifications. Candidates may apply for positions for each of the waves.
- **Do I need a resume or cover letter?** No. A simple application focused on knowledge, skills, abilities, and experience is required. No resumes or cover letters will be necessary for internal candidates.

## Am I an impacted employee?



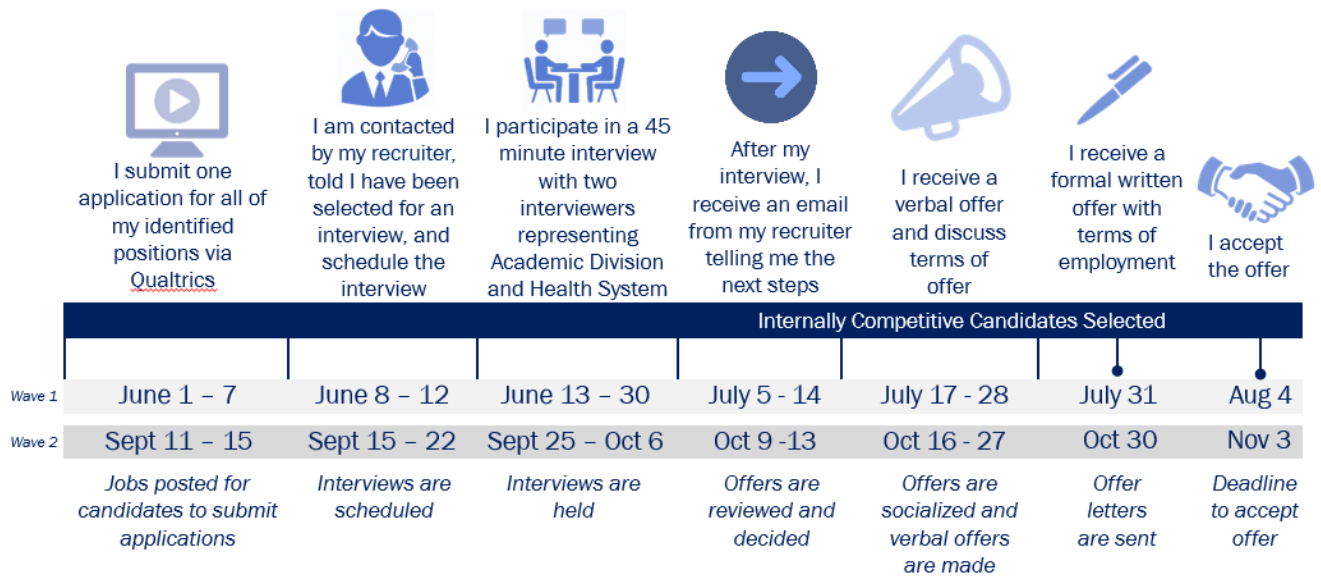
An Impacted Employee is:

- Full or part-time **AND**
- Benefits eligible **AND**
  - Part of a specified HR department **OR**
  - has an HR job title
  - **OR** is a Ufirst Project team member dedicating greater than 60% of their time (3 days) directly to the Project
  - **OR** his/her position description documents 20% or more HR work.

Use the flowchart to the left to help you identify whether or not you are an impacted employee.

*\*If an employee's position does not meet these criteria, but their position description documents 20% or more HR work, the employee may be considered an impacted employee upon validation*

## Internally Competitive Candidate Experience



## Non-competitive Candidate Experience

