

INTERVIEW DATA & SCORE SHEET (PANEL)

INAME OF CANDIDATE AVAILABILITY: INTERVIEWER: SIGNATURE: 1. Computer SETS results: ML: English: 2. Introduction: Opening Salvo (Panel leader) 3. PRE-EMPLOYMENT APPRAISAL: Letting the candidate talks (note taking) Reason for leaving previous company: Career Plan: Sea Service and work experience: (may use extra sheet of paper for taking notes) Job Description: 4. Additional Data of Experienxce/Skills & Competence (may use extra sheet of paper for taking notes) Major Repairs Dry Docking New shipbuilding / Sea Trials Short Hand Crew Other nationalities sailed with Trading Areas / critical Areas PSC Inspection/Tech Audits/Surveys: Emergency / Safety on board Computer Programs / Installation Computer knowledge Electronics / Electrical maintenance & Repairs Welding & Lathe Machine works Cargo Crane Maintenance / Repairs Deck Machinery maintenance / Repairs Deck Machinery maintenance / Repairs Crane Driving (Deck) 5. Behavioral Interview Criteria Score Remarks 1. Communication 2. Flexibility / Applability/Compatability 3. Mental Ability (problem solving) 4. Decisveness/Initiative 5. Teambuilding 6. Leadership and Self-Motivation 7. Vigilance and Awareness of Professional Environment 8. Performance Management and Cosching 9. Work Standards and Commitment to Quality 10. Safety Awareness Spoken Fluency.	RANK			DATE						
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9. Work Standards and Commitment to Quality 10. Safety Awareness 6. Marlin's Spoken English: Score Remarks Spoken Fluency:	7. Vigilance and Awareness of Professional Environment									
10. Safety Awareness 6. Marlin's Spoken English: Score Remarks Spoken Fluency:	8. Performance Management and Coaching									
6. Marlin's Spoken English: Score Remarks Spoken Fluency:	9. Work Standards and Commitment to Quality									
Spoken Fluency:	·									
<u> </u>	6. Marlin's Spoken English: Score Remarks									
, I										
Spoken Accuracy:										

RANK



Listening Comprehension:						
Overall Level of Speaking English:						
7. Clarifying Competencies & Weaknesses fro	m computer test. (S	Suggest to touch all subjects and				
may	use extra sheet of pa	per for taking notes)				
Interviewer's Observation: (e.g. communication, appearance, body language etc.).						
RANK APPROVED:		Approved by RM:	_			
FOR SHIP'S TYPE:						
TRAINING RECOMMENDATION/S:						
Legend:						

4. Strong absence of skills

D. Elementary/Lower

E. Beginner/Elementary

5. Very Strong absence of skills

Behavioral Scale:

Marlin's T.O.S.E. scale:

1. Very strong presence of skills

3. Some evidence of presence

A. Upper Intermediate/Advance

B. Intermediate/Upper intermediate

C. Lower Intermediate/Intermediate

2. Strong presence of Skills



PANEL INTERVIEW- SUMMARY SHEET

				DATE				
NAME OF CANDIDATE							LOCATION	
INTERVIEWERS:					SIGNATURE:			
	1						Panel Leader	
2								Member
3								Member
_	uter SETS results: ction of Data: Clarifyi	ng Competencies & Weaknes	ML: sses fro	om con	nputer	English: test.		
	SCORE SHEET							
	Behavioral	Attributes	1	2	3		Consensus	Final
1. Communication								
2. Flexib	ility/ Adaptability							
3. Menta	al Ability (problem so	lving)						
4. Decis	iveness							
5. Teambuilding								
6. Leadership and Self- Motivation								
7. Vigilance and Awareness of Professional Environment								
8. Performance Management and Coaching								
9. Work	9. Work Standards and Commitment to Quality							
Summar	y of Interviewer's Ob	servation: (e.g. communication	n, appea	arance	, body l	anguage	etc.)	
	y of Marlin's Spoken	English:						
Spoken F	Fluency:							
Spoken A								
_	Listening Comprehension:							
Overall L	evel of Speaking Engl	ish:						
				RANK APPROVED: FOR SHIP'S TYPE:			Approved by RM:	
L	G RECOMMENDATION	DN/S:						
Behavioral Scale:								
				4. Strong absence of skills				
	Strong presence of Skills Some skills Some skills							
	3. Some evidence of presence							

Marlin's T.O.S.E. scale:

A. Upper Intermediate/Advance B. Intermediate/Upper intermediate D. Elementary/Lower

E. Beginner/Elementary

C. Lower Intermediate/Intermediate