

# Scoring Rubric for the 2019 CREW Calgary Board of Directors Nomination Application

## Position: Director

Name of Candidate: \_\_\_\_\_

Name of Evaluator: \_\_\_\_\_

Date: \_\_\_\_\_

### Pre requirements

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| 1. Principal Member of good standing for 1 year   | YES/NO |
| 2. Has indicated understanding of requirements and ability to commit to time requirements | YES/NO |
| 3. Letter of Support from Employer submitted?   | YES/NO |
| 4. CREW Biz Profile up to date (incl. photo):   | YES/NO |
| 5. Has included 2 references  | YES/NO |

Years of Experience & Membership with CREW Calgary: \_\_\_\_\_

Weak (1 points)	Adequate (5 points)	Exceptional (10 points)
<ul style="list-style-type: none"> <li>Less than 2 years as a CREW Calgary member</li> <li>Minimal experience (min 5 years) in commercial real estate</li> </ul>	<ul style="list-style-type: none"> <li>2-4 years as a CREW Calgary member</li> <li>Intermediate ( 6 - 10 years) experience in commercial real estate</li> </ul>	<ul style="list-style-type: none"> <li>5+ years as a CREW Calgary member</li> <li>Extensive experience (11+ years) in commercial real estate</li> </ul>

Points awarded (of 10): \_\_\_\_\_

**Question 1:** *Please describe your involvement with CREW Calgary, including details about your volunteer experience, your attendance of events, and your networking with other CREW members.*

Weak (0-1 points)	Adequate (2-5 points)	Exceptional (6-10 points)
<ul style="list-style-type: none"> <li>Provides little or no evidence of involvement</li> <li>Answer suggests a lack of enthusiasm and/or commitment in seeking out and following through</li> </ul>	<ul style="list-style-type: none"> <li>Clearly indicates sufficient involvement in CREW Calgary</li> <li>Provides nonspecific information</li> <li>Clearly discusses the</li> </ul>	<ul style="list-style-type: none"> <li>Provides specific evidence of extensive involvement</li> <li>Clearly discusses the candidate's participation <u>and</u> how the candidate networks with other</li> </ul>

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<p>on ways to participate in CREW Calgary</p>	<p>candidate's participation <u>or</u> how the candidate networks with other CREW members, but not both</p>	<p>CREW members</p> <ul style="list-style-type: none"> <li>● Answer conveys enthusiasm and willingness of candidate to be involved</li> <li>● Clearly discusses how the candidate's participation in CREW Calgary has benefitted the group</li> <li>● Candidate has served as a CREW volunteer on a Committee or the Board</li> </ul>
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**Points awarded (of 10):** \_\_\_\_\_

**Question 2:** *Please describe your experience and knowledge of the broader CREW Network and CREW Foundation (e.g. attendance of convention and/or leadership summit attendance, use of crewbiz and the broader CREW Network, the availability of white papers etc.).*

<b>Weak (0-1 points)</b>	<b>Adequate (2-3 points)</b>	<b>Exceptional (4-5 points)</b>
<ul style="list-style-type: none"> <li>● Is unclear on the relationship to Network and has no knowledge of the offerings at Network level</li> </ul>	<ul style="list-style-type: none"> <li>● Is aware of CREW Network's opportunities and CREW Foundation</li> <li>● Expresses interest in becoming more involved with Network</li> </ul>	<ul style="list-style-type: none"> <li>● Provides specific examples of utilizing Network opportunities / tools</li> <li>● Attendance at a leadership summit / convention or participation in a CREW Network Board Hosted Call (or other CREW Network hosted event)</li> </ul>

**Points awarded (of 5):** \_\_\_\_\_

**Question 3:** *Please describe some of your experience and skill sets that would assist you in fulfilling your board duties (e.g. board experience, understanding of financials, strategic planning, management experience, volunteer experience)*

<b>Weak (0-1 points)</b>	<b>Adequate (2-5 points)</b>	<b>Exceptional (6-10 points)</b>
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<ul style="list-style-type: none"> <li>• Lacks any background or skills that would be considered an asset to a director</li> <li>• Has a basic understanding of the skillset requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates proficiency in at least one or two areas listed above</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates excellence in three or more of the areas listed above</li> </ul>
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**Points awarded (of 10):** \_\_\_\_\_

**Question 4:** *What position do you currently hold in commercial real estate? Do you have a background in other commercial real estate fields?*

<b>Weak</b> (0 points)	<b>Adequate</b> (1-2 points)	<b>Exceptional</b> (3 points)
<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Is currently employed in commercial real estate and has been in the industry at minimal CREW Calgary bylaw requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Currently holds a position in a field of commercial real estate that CREW Calgary is looking to develop within the chapter's membership.</li> <li>• Has experience in more than one field of commercial real estate</li> <li>• Currently holds a management level position within their organization. Experience dealing with Strategic planning, budgeting, employee development; has direct reports.</li> </ul>

**Points awarded (of 3):** \_\_\_\_\_

**Question 5:** *How comfortable are you tapping into your employer support or network to help with fund development, or other support of CREW Calgary's operations?*

<b>Weak</b> (0 points)	<b>Adequate</b> (1 point)	<b>Exceptional</b> (3 points)

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<ul style="list-style-type: none"> <li>• No willingness to work on fund development</li> </ul>	<ul style="list-style-type: none"> <li>• Shows willingness to approach employer and network for funds and/or partnership opportunities</li> <li>• Employer shows willingness and support for the candidate's participation in the CREW Calgary Board.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides concrete examples of sponsorship / partnership opportunities they can access</li> <li>• Employer is already a supporter of CREW through sponsorship or partnership opportunities.</li> </ul>
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**Points awarded (of 3): \_\_\_\_\_**

**Question 6:** *Why are you a CREW Calgary Member?*

<b>Weak (0-1 points)</b>	<b>Adequate (2-5 points)</b>	<b>Exceptional (6-10 points)</b>
<ul style="list-style-type: none"> <li>• Answer suggests a lack of enthusiasm and/or candidates' answer is at odds with the CREW Calgary Values, Vision and Mission</li> </ul>	<ul style="list-style-type: none"> <li>• Clearly indicates sufficient enthusiasm</li> <li>• Provides nonspecific information</li> <li>• Clearly discusses the candidate's reasons for being a CREW Calgary Member</li> </ul>	<ul style="list-style-type: none"> <li>• Provides specific evidence of why candidate is a CREW Calgary member</li> <li>• Clearly discusses the candidate's alignment with CREW Calgary Values, Vision and Mission</li> <li>• Answer conveys enthusiasm and willingness of candidate to be an ambassador for CREW Calgary</li> </ul>

**Points awarded (of 10): \_\_\_\_\_**



**Total points awarded (of 51): \_\_\_\_\_**

**Overall rating (1 to 10 points): \_\_\_\_\_**

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**Additional Comments:**

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