Below are some suggested selection criteria for a target seat. Shortlisting Committees in target seats may use these for guidance when developing criteria for their specific seat. These selection criteria are cross-matched to the competency framework for a Liberal Democrat candidate that underpins the candidate assessment centre.

**Practical criteria:** applicants must commit to meeting these criteria in order to be a successful candidate in this seat

Willingness if selected to develop a profile as a local champion, and to demonstrate a real commitment to the local community\*

Willingness if selected to commit to a significant amount of time campaigning in the local area until the General Election\*

**Behavioural criteria:** applicants will be marked against these criteria by the shortlisting panel

Evidence of engaging with and listening to different individuals, groups and points of view and of bringing people together to achieve common goals (CS, L RP)

Evidence of having raised funds and/or secured resources to support a campaign, project or cause (VIA)

Evidence of having acted as an effective and results focused advocate on behalf of others for a specific campaign, project or cause (CS RP VIA)

Evidence of a creative, positive and consultative attitude towards solving problems, building relationships and dealing with conflict (L ST&J R)

Evidence of an ability to ‘sell’ themselves, and the Party’s policies and messages, in a way which is relevant and engaging to voters, through a variety of media and methods (CS ST&J )

Evidence of effective and reliable performance under pressure and of maintaining an organised approach to managing time and priorities (ST&J R)

Evidence of a desire to succeed (L VIA)

Competencies

CS Communication skills, L Leadership RP Representing People R Resilience

ST&J Strategic Thinking & Judgement VIA Values in Action