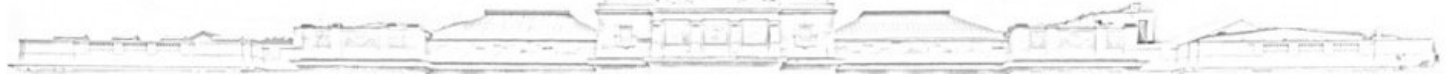




ADMINISTRATIVE RULES OF MONTANA



2.21.3721 EVALUATION OF QUALIFICATIONS

- (1) Agency managers and individuals involved in the selection shall use job-related processes to evaluate the applicant's qualifications against the job requirements and ability to integrate successfully into the agency's culture.
- (2) Agency managers and individuals involved in the selection process shall recognize the unique backgrounds and experiences of each applicant. Selection procedures must be flexible enough to elicit information about the applicant's qualifications and potential contributions to the work unit. Agency managers shall compare applicants to the job qualifications and others in the applicant pool to select the best applicant for the job and work unit.
- (3) Agency managers may select from any of the most qualified group of applicants. The public employment hiring preferences must be applied as provided in:
 - (a) the Veterans' Employment Preference Policy (ARM Title 2, chapter, 21, subchapter 36);
 - (b) the Persons with Disabilities Employment Preference Policy (ARM Title 2, chapter, 21, subchapter 14); and
 - (c) as provided in 2-18-111, MCA, Hiring preference for residents of Indian reservations for state jobs within reservation – rules.

Authorizing statute(s): 2-18-102, MCA

Implementing statute(s): 2-18-102, MCA

History: NEW, 1984 MAR p. 1560, Eff. 10/26/84; AMD, 1994 MAR p. 1412, Eff. 5/27/94; AMD, 2006 MAR p. 2901, Eff. 11/23/06; AMD, 2010 MAR p. 2208, Eff. 9/24/10; AMD, 2018 MAR p. 90, Eff. 1/13/18.