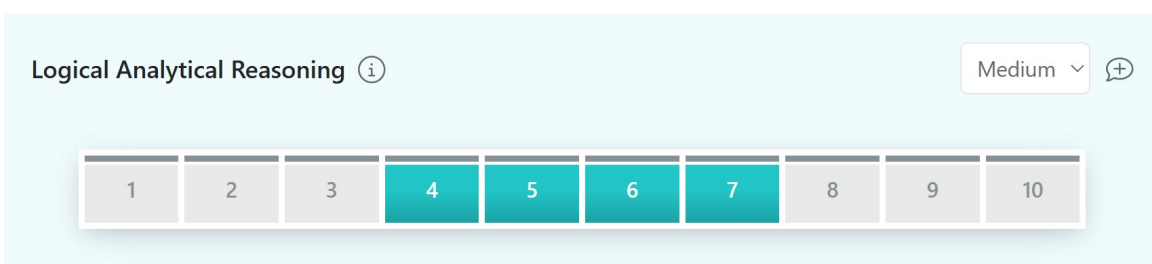


ACE GENERIC CRITERIAS (MASTER)

The following three generic ACE Criterias cover a significant portion of available roles and can be utilized for screening or as a requirement profile during testing. The selected criteria is registered in the assessment for matching against applicants' or candidates' ACE results in MPP.

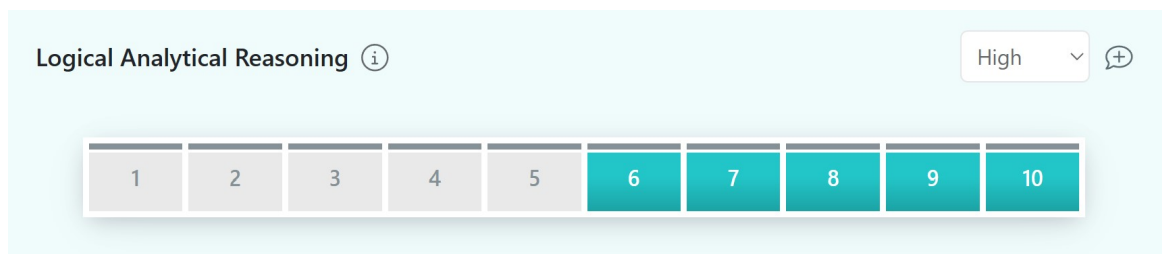
Low complexity role

Operationally focused role where the emphasis is on performance trainable through education and experience. Involves limited and predictable new situations and knowledge. Contains recurring tasks that require adherence to specific procedures and guidelines. **NOTE!** You can advantageously extend the intervals between 4-10 since a higher result is rarely negative. However, in situations with many applicants, a broad interval may counteract the purpose—too many applicants qualify, and you lose the opportunity to differentiate between them.



Medium-complexity role

Generalist role requiring broad knowledge. Some decision-making. For example, HR roles, group leaders, middle managers, or specialist roles with learning and some analytical ability required. Can rely on experience to some extent.



High complexity role

Role requiring high analytical ability, where conclusions need to be drawn from large amounts of data and/or limited information from various sources. For example, business developers, analysts, risk analysts. Also, roles with significant responsibility where decisions with major consequences need to be made, such as roles in the executive team, CEO, or key positions contributing to the organization's overall profitability through their work.

