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## **Common Questions**

**1. Why is the supervisor assessment requirement being suspended?**

The last two years have brought substantial changes to the way we work and the expectations of how our leaders manage, grow, and retain our workforce. The current job market has also presented challenges with finding candidates, particularly for niche roles in the city. As such, we would like to provide hiring managers the flexibility to evaluate their supervisor roles to determine whether they would like to use the assessment as part of the selection process.

**2. When will the change be effective?**

The change takes effect on April 1, 2022.

**3. What if I applied to a supervisor position before April 1, 2022?**

The assessment will still be required for any supervisor positions posted before the effective date.

**4. What if I apply to a supervisor position after April 1, 2022?**

You will not be required to take the supervisor assessment to qualify for the position. If you meet the minimum qualifications, your application will be sent to the recruiter for review. If the hiring manager chooses to use the assessment at a later stage in the selection process, you will be notified at that time.

**5. How will candidates be screened/selected for interview?**

Hiring managers and recruiters may use a variety of tools to evaluate candidates, including, but not limited to, assessments, interviews and past work experiences.

**6. What if I failed the assessment prior to April 1, but the position I applied to is still open? Can I re-apply?**

No. Applicants can only apply to a job posting one time.

**7. If I have taken the assessment before, will that information be considered with future applications?**

Assessment results from previous applications will not be considered as part of the selection process. If the hiring manager chooses to use the assessment after the requirement change, only new assessment results will be considered.

**8. I failed the supervisor assessment less than six months ago. Do I need to wait 180 days from when I tested to apply to a supervisor position?**

Once the assessment requirement is suspended, you do not need to wait for the 180 days to apply to a supervisor position.