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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2005
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2005

SELECTION BOARD NO 17 INFORMATION	INFORMATION DU CONSEIL DE SÉLECTION NO 17
Rank : LCOL to COL	**Grade : LCOL à COL**
MOC : 67 LEG	**GPM : 67 DROIT**
Date : 08 NOV 2004 to 09 NOV 2004	**Date : 08 NOV 2004 au 09 NOV 2004**

Total number of files eligible for promotion : 21 for the CL : 19
Nombre total de filières admissibles à une promotion : 21 pour le LC : 19

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 60 points; Continuously outstanding 55; Currently the best 50/55; Periodically outstanding 45/50; Continuously superior 40/45	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil	Officer Second Language Ability.	5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 1999)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 1999)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each - knowledge base, competence, vision, interpersonal skills, dedication, and team work	8
PROF DEV	Professional development	2
EXPERIENCE	1 point for each area of experience -Military Justice, Military Operations, Military Administration, and Military Law	10
EDUCATION	1 point for each - OPME, LOBT, LOIT, Masters Degree, Military Courses, and self-development initiatives	5
ATTRIBUTES	Personal attributes 1 point each - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2005
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2005

SELECTION BOARD NO 17 INFORMATION	INFORMATION DU CONSEIL DE SÉLECTION NO 17
Rank : MAJ to LCOL	Grade : MAJ à LCOL
MOC : 67 LEG	GPM : 67 DROIT
Date : 08 NOV 2004 to 09 NOV 2004	Date : 08 NOV 2004 au 09 NOV 2004

Total number of files eligible for promotion : 31 for the CL : 28
Nombre total de filières admissibles à une promotion : 31 pour le LC : 28

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 60 points; Continuously outstanding 55; Currently the best 50/55; Periodically outstanding 45/50; Continuously superior 40/45	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 1999)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 1999)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each - knowledge base, competence, vision, interpersonal skills, dedication, and team work	8
PROF DEV	Professional development	2
EXPERIENCE	1 point for each area of experience -Military Justice, Military Operations, Military Administration, and Military Law	10
EDUCATION	1 point for each - OPME, LOBT, LOIT, Masters Degree, Military Courses, and self-development initiatives	5
ATTRIBUTES	Personal attributes 1 point each - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2006
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2006

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : LCOL to COL **Grade : LCOL à COL**
MOC : 00204 LEGAL **GPM : 00204 DROIT**
Date : 14 NOV 2005 to 16 NOV 2005 **Date : 14 NOV 2005 au 16 NOV 2005**

Total number of files eligible for promotion : 25 for the CL : 22
Nombre total de filières admissibles à une promotion : 25 pour le LC : 22

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

ALL ELIGIBLE FILES SCORED.

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 60 points; Continuously outstanding 55; Currently the best 50/55; Periodically outstanding 45/50; Continuously superior 40/45	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2000)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2000)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each - knowledge base, competence, vision, interpersonal skills, dedication, and team work	10
PROF DEV	1 point for each - OPME, LOBT, LOIT, Masters Degree, Military Courses, and self-development initiatives	5
EXPERIENCE	1 point for each area of experience -Military Justice, Military Operations, Military Administration, and Military Law	10
ATTRIBUTES	Personal attributes 1 point each - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2006
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2006

SELECTION BOARD NO 17 INFORMATION

Rank : MAJ to LCOL
MOC : 00204 LEGAL
Date : 14 NOV 2005 to 16 NOV 2005

INFORMATION DU CONSEIL DE SÉLECTION NO 17

Grade : MAJ à LCOL
GPM : 00204 DROIT
Date : 14 NOV 2005 au 16 NOV 2005

Total number of files eligible for promotion : 34 for the CL : 20
Nombre total de filières admissibles à une promotion : 34 pour le LC : 20

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

SCORED 20 FILES FROM 257.5 TO 197.5.

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 60 points; Continuously outstanding 55; Currently the best 50/55; Periodically outstanding 45/50; Continuously superior 40/45	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2000)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2000)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each - knowledge base, competence, vision, interpersonal skills, dedication, and team work	10
PROF DEV	1 point for each - OPME, LOBT, LOIT, Masters Degree, Military Courses, and self-development initiatives	5
EXPERIENCE	1 point for each area of experience -Military Justice, Military Operations, Military Administration, and Military Law	10
ATTRIBUTES	Personal attributes 1 point each - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2007
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2007

SELECTION BOARD NO 17 INFORMATION	INFORMATION DU CONSEIL DE SÉLECTION NO 17
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 20 NOV 2006 to 24 NOV 2006	**Date : 20 NOV 2006 au 24 NOV 2006**

Total number of files eligible for promotion : 21 for the CL : 20
Nombre total de filières admissibles à une promotion : 21 pour le LC : 20

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

SLR CUT-OFF SCORE OF 162.9 / ALL FILES SCORED

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 48-60 points; Continuously outstanding 36-48; Currently the best 24-36; Periodically outstanding 13-24; Continuously superior 0-12	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2001)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2001)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each component of leadershp - knowledge base, competence, vision, interpersonal skills, dedication, professional development and team work	10
PROF DEV		0
EXPERIENCE	5 pts max for each of the 2 broad areas of experience: experience in at least 1 of the 3 JAG pillars (mil justice, ops, mil admin law) at NDHQ, RMP or OMLE and experience providing general military legal advice in an AJAG or DJA office or on either domestic or deployed ops	10
EDUCATION	1 point each to max 5 for: OPME, LOBT, LOIT, Masters Degree, Military Courses, Self-development Initiatives	5
ATTRIBUTES	Personal attributes 1 point each to max 5 - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2007
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2007

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 20 NOV 2006 to 24 NOV 2006	**Date : 20 NOV 2006 au 24 NOV 2006**

Total number of files eligible for promotion : 37 for the CL : 22
Nombre total de filières admissibles à une promotion : 37 pour le LC : 22

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

SLR CUT-OFF SCORE OF 207.5

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 48-60 points; Continuously outstanding 36-48; Currently the best 24-36; Periodically outstanding 13-24; Continuously superior 0-12	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2001)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2001)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each component of leadershp - knowledge base, competence, vision, interpersonal skills, dedication, professional development and team work	10
PROF DEV		0
EXPERIENCE	5 pts max for each of the 2 broad areas of experience: experience in at least 1 of the 3 JAG pillars (mil justice, ops, mil admin law) at NDHQ, RMP or OMLE and experience providing general military legal advice in an AJAG or DJA office or on either domestic or deployed ops	10
EDUCATION	1 point each to max 5 for: OPME, LOBT, LOIT, Masters Degree, Military Courses, Self-development Initiatives	5
ATTRIBUTES	Personal attributes 1 point each to max 5 - Conduct, Reliability, Integrity, Dedication, and Fitness	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2008
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2008

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : LCOL to COL **Grade : LCOL à COL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 29 OCT 2007 to 02 NOV 2007 **Date : 29 OCT 2007 au 02 NOV 2007**

Total number of files eligible for promotion : 22 for the CL : 20
Nombre total de filières admissibles à une promotion : 22 pour le LC : 20

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

SLR TO A CUT OFF SCORE OF 199.1

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the Best/Mastered 56-60 points; Continuously Outstanding/Mastered 51-55; Periodically Outstanding/Mastered 41-50; Continuously Superior 31-40; Periodically Superior 20-30	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — 5

Officer Second Language Ability.

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2002)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2002)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Command appointment; key challenging assignment; teamwork; decision making; example to subbordinates; effecting change; visioning/strategic thinking; working with ambiguity; staff appointment.	15
PROF DEV	Senior staff course; advanced/classification training; ability to learn; commitment to learn and continuously upgrading; Post-grad; specialist training; senior management training; professional certification; commitment and dedication.	5
PROM RECOM	Promotion recommendation: PER Section 5 and 6, Potential Narratives and scores, PER Promotion Recommendation for recent years; Environment, Group, and Command Promotion Recommendation.	5
EXPERIENCE	Employability; breadth of experience; skills; operations experience (including international); competency/understanding; technology awareness; employment diversity/range of experience; project management; system management; staff appointment	10

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2008
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2008

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 29 OCT 2007 to 02 NOV 2007	**Date : 29 OCT 2007 au 02 NOV 2007**

Total number of files eligible for promotion : 41 for the CL : 20
Nombre total de filières admissibles à une promotion : 41 pour le LC : 20

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

SLR TO A CUT OFF SCORE OF 220.5

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

Perf	Performance rated as; Continuously the best 48-60 points; Continuously outstanding 36-48; Currently the best 24-36; Periodically outstanding 13-24; Continuously superior 0-12	60

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2002)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2002)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each component of leadershp - knowledge base, competence, vision, interpersonal skills, dedication, professional development and team work	10
PROF DEV	1 pt for each area; AMSC/NSSP; CFC; Masters degree or equivalent; Military courses; Self-development initiatives.	5
EXPERIENCE	5 pts max for each of the 2 broad areas of experience: experience in at least 1 of the 3 JAG pillars (mil justice, ops, mil admin law) at NDHQ (including within the Offices of teh Dir Mil Prosecutions, Dir of Def Council Servs and DND/CF Legal Adv), RMP or OMLE and experience providing general military legal advice in an AJAG or DJA office or on either domestic or deployed ops	10
ATTRIBUTES	Personal attributes 1 point each to max 5 - Conduct, Reliability, Integrity, Dedication, and Fitness/Readiness for deployment.	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2009
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2009

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : LCOL to COL **Grade : LCOL à COL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 10 NOV 2008 to 14 NOV 2008 **Date : 10 NOV 2008 au 14 NOV 2008**

Total number of files eligible for promotion : 29 for the CL : 9
Nombre total de filières admissibles à une promotion : 29 pour le LC : 9

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

TO A SCORE OF 240

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Continuously the Best/Mastered 54-58 Continously Outstanding/Mastered 49-53 Periodically Outstanding/Mastered 39-48 Continuously Superior/ES 29-38 Periodically Superior 20-28	58

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil	Officer Second Language Ability. Profile Reading Writing Oral Inter C or E 1 1 3 B 1 1 2 A 0 0 1 SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2003) CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2003)	5

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Command appointment; key challenging assignment; teamwork; decision making; example to subbordinates; effecting change; visioning/strategic thinking; working with ambiguity; staff appointment.	15
PROF DEV	Senior staff course; advanced/classification training; ability to learn; commitment to learn and continuously upgrading; Post-grad; specialist training; senior management training; professional certification; commitment and dedication.	5
PROM RECOM	Promotion recommendation: PER Section 5 and 6, Potential Narratives and scores, PER Promotion Recommendation for recent years; Environment, Group, and Command Promotion Recommendation.	5
EXPERIENCE	Employability; breadth of experience; skills; operations experience (including international); competency/understanding; technology awareness; employment diversity/range of experience; project management; system management; staff appointment	10

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION **100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2009
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2009

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : MAJ to LCOL **Grade : MAJ à LCOL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 10 NOV 2008 to 14 NOV 2008 **Date : 10 NOV 2008 au 14 NOV 2008**

Total number of files eligible for promotion : 70 for the CL : 16
Nombre total de filières admissibles à une promotion : 70 pour le LC : 16

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

CUT OFF SCORE 230.6

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Continuously the Best/Mastered 54-58 Continously Outstanding/Mastered 49-53 Periodically Outstanding/Mastered 39-48 Continuously Superior/ES 29-38 Periodically Superior 20-28	58

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC LETTER PROFILE AS OF 1 JAN 2003)
CONNAISSANCE DE LA LANGUE SECONDE (PROFIL EN LETTRE DE LA CFP AU 1 JAN 2003)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	2 points for each component of leadershp - knowledge base, competence, vision, interpersonal skills, dedication, professional development and team work	15
PROF DEV	1 pt for each area; CFC; Masters degree or equivalent; Military courses; Self-development initiatives.	5
EXPERIENCE	5 pts max for each of the 2 broad areas of experience: experience in at least 1 of the 3 JAG pillars (mil justice, ops, mil admin law) at NDHQ (including within the Offices of teh Dir Mil Prosecutions, Dir of Def Council Servs and DND/CF Legal Adv), RMP or OMLE and experience providing general military legal advice in an AJAG or DJA office or on either domestic or deployed ops	5
ATTRIBUTES	Personal attributes 1 point each to max 5 - Conduct, Reliability, Integrity, Dedication, and Fitness/Readiness for deployment.	5
COMMENTS	Reviewing Officer's assessment. Strength of comments made on potential and performance	5

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION **100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2010
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2010

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 12 NOV 2009 to 13 NOV 2009	**Date : 12 NOV 2009 au 13 NOV 2009**

Total number of files eligible for promotion : 26 for the CL : 7
Nombre total de filières admissibles à une promotion : 26 pour le LC : 7

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

243.18

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continuoually mastered the standard: 44-58 Performers who have occasionally mastered or continuously exceeded the standard: 29-43 Performers who have occasionally exceeded or continuously met the standard: 14-28 Performers who have occasionally met standard and below: 0-13	58

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — Officer Second Language Ability. — 5

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC Letter Profile - "E" rating in any category is valid regardless of date tested and other ratings are valid for a period of five years)
CONNAISSANCE DE LA LANGUE SECONDE (Profil en lettre de la CFP - Une cote <<E>> dans toute catégorie est valide, peu importe la date de l'examen et les autres cotes sont valides pour une périod de cinq ans)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Command appointment; key challenging assignment; teamwork; decision making; example to subordinates; effecting change; visioning/strategic thinking; working with ambiguity; staff appointment.	15
PROF DEV	Senior staff course; advanced/classification training; ability to learn; commitment to learn and continuously upgrading; Post-grad; specialist training; senior management training; professional certification; commitment and dedication.	5
REVIEW OFF	Reviewing Officer Assessment. Strength of comments made on potential and performance.	5
EXPERIENCE	Employability; breadth of experience; skills; operations experience (including international); competency/understanding; technology awareness; employment diversity/range of experience; project management; system management; staff appointment.	10

PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION 100

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2010
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2010

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : MAJ to LCOL **Grade : MAJ à LCOL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 12 NOV 2009 to 13 NOV 2009 **Date : 12 NOV 2009 au 13 NOV 2009**

Total number of files eligible for promotion : 82 for the CL : 22
Nombre total de filières admissibles à une promotion : 82 pour le LC : 22

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

234.62

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continuoually mastered the standard: 44-58 Performers who have occasionally mastered or continuously exceeded the standard: 29-43 Performers who have occasionally exceeded or continuously met the standard: 14-28 Performers who have occasionally met standard and below: 0-13	58

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Bil — 5

Officer Second Language Ability.

Profile	Reading	Writing	Oral Inter
C or E	1	1	3
B	1	1	2
A	0	0	1

SECOND LANGUAGE ABILITY (PSC Letter Profile - "E" rating in any category is valid regardless of date tested and other ratings are valid for a period of five years)
CONNAISSANCE DE LA LANGUE SECONDE (Profil en lettre de la CFP - Une cote <<E>> dans toute catégorie est valide, peu importe la date de l'examen et les autres cotes sont valides pour une périod de cinq ans)

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Knowledge base, competence, vision, interpersonal skills, team work. (2 points for each component)	10
PROF DEV	AMSC, NSSP, CFC, Masters Degree or equivalent, military courses, self-development initiatives. (1 point for each component)	5
EXPERIENCE	Exp in at least 1 of the 3 JAG pillars (military justice, op law, mil adm law) at NDHQ (including the offices of Dir Mil Prosecutions and Defence Counsel Svcs), or at a Regional Mil Prosecutor office, or at CF Mil Law Centre. Experience providing gen mil legal advice, including within an AJAG or DJA office, or on deployed ops (dom or intl). (5 pts max for each of the 2 broad areas of experience)	10
ATTRIBUTES	Conduct, reliability, integrity, commitment, readiness for deployment. (1 point for each component)	5

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2010
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2010

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 12 NOV 2009 to 13 NOV 2009	**Date : 12 NOV 2009 au 13 NOV 2009**

REVIEW OFF	Reviewing Officer Assessment. Strength of comments made on potential and performance.	5
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2011
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2011

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : LCOL to COL **Grade : LCOL à COL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 01 NOV 2010 to 02 NOV 2010 **Date : 01 NOV 2010 au 02 NOV 2010**

Total number of files eligible for promotion : 26 for the CL : 12
Nombre total de filières admissibles à une promotion : 26 pour le LC : 12

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

236.20

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Performance (last 3 PERs): Top performers who have continually mastered the standard (45-55) Performers who have occasionally mastered or continuously exceeded the standard (29-44) Performers who have occasionally exceeded or continuously met the standard (14-28)	55
COMM	Commendations. CDS Commendation or MSM - 3 points, Level 1 Commendations - 2 points, JAG or Deployed Commendations - 1 point	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at complex legal challenges, lead change, lead vision, successfully situate legal advice within operational and policy context, moral courage (3 points for each component)	15
PROF DEV	PG (Masters) - 2 points for each PG (Diploma) - 1 point NSSP - 2 points	4
EXPERIENCE	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances: -NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) -CF Military Law Centre Command experience providing complex military legal advice in challenging circumstances: -AJAG office -On deployed operations (domestic or international) -Special JAG strategic projects *3 points max for each of the 2 broad areas of experience	6

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2011
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2011

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 01 NOV 2010 to 02 NOV 2010	**Date : 01 NOV 2010 au 02 NOV 2010**

POTENTIAL	Up to 10 points for ranked PERs in the last 3 evaluations	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2011
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2011

SELECTION BOARD NO 17 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 17**

Rank : MAJ to LCOL **Grade : MAJ à LCOL**
MOSID : 00204 LEGAL **SGPM ID : 00204 DROIT**
Date : 01 NOV 2010 to 02 NOV 2010 **Date : 01 NOV 2010 au 02 NOV 2010**

Total number of files eligible for promotion : 84 for the CL : 24
Nombre total de filières admissibles à une promotion : 84 pour le LC : 24

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

234.62

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Performance (last 3 PERs): Top performers who have continually mastered the standard (45-55) Performers who have occasionally mastered or continuously exceeded the standard (29-44) Performers who have occasionally exceeded or continuously met the standard (14-28)	55
COMM	Commendations. CDS Commendation or MSM - 3 points, Level 1 Commendations - 2 points, JAG or Deployed Commendations - 1 point	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at complex legal challenges, lead change, successfully situate legal advice within operational and policy context, moral courage (3 points for each component).	12
PROF DEV	PG (Masters) - 2 points for each JCSP - 1 point	3
EXPERIENCE	Experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances at: -NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) -A Regional Military Prosecutor office -CF Military Law Centre Experience providing complex military legal advice in challenging circumstances, including at: -An AJAG or DJA office -On deployed operations (domestic or international) *5 points max for each of the 2 broad areas of experience	10

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2011
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2011

SELECTION BOARD NO 17 INFORMATION	INFORMATION DU CONSEIL DE SÉLECTION NO 17
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 01 NOV 2010 to 02 NOV 2010	**Date : 01 NOV 2010 au 02 NOV 2010**

POTENTIAL	Up to 10 points for ranked PERs in the last 3 evaluations	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2012
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2012

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 31 OCT 2011 to 01 NOV 2011	**Date : 31 OCT 2011 au 01 NOV 2011**

Total number of files eligible for promotion : 26 for the CL : 14
Nombre total de filières admissibles à une promotion : 26 pour le LC : 14

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

TO A SCORE OF 218.25

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continually mastered the standard - 45-55 pts Performers who have occasionally mastered or continuously exceeded the standard 29-44 pts Performers who have occasionally exceeded or continuously met the standard 14-28 pts	55
COMMEND	CDS Commendation or MSM - 3 points Level 1 Commendations - 2 points Deployed Commendations - 1 point	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	a). Succeed at complex legal challenges (b) lead change; (c) lead vision, (d) successfully situate legal advice within operational and policy context; (e) moral courage * 3 points for each component* Equal weight is to be given to leadership contributions in military justice litigation contexts.	15
PROF DEV	PG (Masters) - LLM in an area of Law relevant to the Office of the JAG Military Law Practice - 2 points for each Masters degree in any other area - 1 point for each NSP - 2 points	4
EXPERIENCE	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances within (max 2 points): (a) NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) (b) CF Military Law Centre Command experience providing complex military legal advice or making decisions in complex and challenging circumstances as an AJAG (max 2 points). Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances including (max 2 points): (a) on deployed ops (domestic or international) (b) in advancing strategic projects (c) as senior trial counsel in complex military justice litigation	6

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2012
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2012

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 31 OCT 2011 to 01 NOV 2011	**Date : 31 OCT 2011 au 01 NOV 2011**

POTENTIAL	Up to 10 points for ranked PERs in the last 3 evaluation	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2012
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2012

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 31 OCT 2011 to 01 NOV 2011	**Date : 31 OCT 2011 au 01 NOV 2011**

Total number of files eligible for promotion : 87 for the CL : 25
Nombre total de filières admissibles à une promotion : 87 pour le LC : 25

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

TO A CUT-OFF SCORE OF 232.90

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continually mastered the standard - 45-55 pts Performers who have occasionally mastered or continuously exceeded the standard - 29-44 pts Performers who have occasionally exceeded or continuously met the standard - 14-28 pts	55
COMMEND	CDS Commendation or MSM - 3 points Level 1 Commendations - 2 points Deployed Commendations - 1 point	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at complex legal challenges - up to 3 pts Lead change - up to 3 pts Successfully situate legal advice within operational and policy context - up to 3 pts Moral courage - up to 3 pts Note: * Equal weight is to be given to leadership contributions in military justice litigation contexts.	12
PROF DEV	PG (Masters) : (a) LL.M. in an area of military law relevant to the Office of the JAG military law practice - 2 points for each (b) Masters Degree in any other area - 1 pt for each (c) JCSP - 1 point	3

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2012
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2012

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204 LEGAL	**SGPM ID : 00204 DROIT**
Date : 31 OCT 2011 to 01 NOV 2011	**Date : 31 OCT 2011 au 01 NOV 2011**

EXPERIENCE	(Experience in at least 1 of the 3 JAG pillars (mil justice, operational law, mil administrative law) in complex and challenging circumstances at: (a) NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) (b) CF Military Law Centre - up to 5 points max Experience providing complex military legal advice or making decisions in challenging circumstances, including at: (a) An AJAG or DJA office (b) A Regional Military Prosecutor Office (c) on deployed operations (domestic or international) Up to 5 points max	10
POTENTIAL	Up to 10 points for ranked PERs in the last 3 evaluation	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2013
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2013

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 french**
Date : 05 NOV 2012 to 06 NOV 2012	**Date : 05 NOV 2012 au 06 NOV 2012**

Total number of files eligible for promotion : 25 for the CL : 9
Nombre total de filières admissibles à une promotion : 25 pour le LC : 9

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

233.08

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continually mastered the standard 45-55 pts Performers who have occasionally mastered or continuously exceeded the standard 29-44 pts Performers who have occasionally exceeded or continuously met the standard 14-28 pts	55
COMMENDAT	CDS Commendation or MSM - 3 pts Level 1 Commendations - 2 pts Deployed Commendations - 1 pt	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at leading complex legal challenges, lead change, lead vision, successfully situate legal advice within operational and policy context, moral courage 3 points for each component Equal weight is to be given to leadership contributions in military justice litigation contexts.	15
PROF DEV	PG (Masters) - LL.M. in an area of military law relevant to the Office of the JAG military law practice - 2 pts for each Masters Degree in any other area - 1 pt for each JCSP/NSP - 2 pts	4
EXPERIENCE	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances within (max 2 points): - NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) - CF Military Law Centre Command experience providing complex military legal advice or making decisions in complex and challenging circumstances as an AJAG (max 2 pts). Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances including (max 2 points): - on deployed ops (domestic or international) - in advancing strategic projects - as senior counsel in complex military justice litigation	6

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2013
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2013

SELECTION BOARD NO 17 INFORMATION	INFORMATION DU CONSEIL DE SÉLECTION NO 17
Rank : LCOL to COL	Grade : LCOL à COL
MOSID : 00204-01 LEGAL	SGPM ID : 00204-01 french
Date : 05 NOV 2012 to 06 NOV 2012	Date : 05 NOV 2012 au 06 NOV 2012

RANKING	Up to 10 points for ranked PERs in the last 3 evaluations	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2013
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2013

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 french**
Date : 05 NOV 2012 to 06 NOV 2012	**Date : 05 NOV 2012 au 06 NOV 2012**

Total number of files eligible for promotion : 81 for the CL : 17
Nombre total de filières admissibles à une promotion : 81 pour le LC : 17

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

238.04

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

FITNESS	The ESB system will automatically allocate a score from 0 to 2 in accordance to the following matrix: (1) for a period of 730 days beginning on the date on which an exemption, or equivalent higher standard is achieved - 2 points, (2) for a period of 365 days beginning on the date on which a pass rating is achieved - 1 point, and (3) failing to achieve any standard - 0 points.	2
PERF	Top performers who have continually mastered the standard 45-55 pts Performers who have occasionally mastered or continuously exceeded the standard 29-44 pts Performers who have occasionally exceeded or continuously met the standard 14-28 pts	55
COMMENDA	CDS Commendation or MSM - 3 pts Level 1 Commendations - 2 pts Deployed Commendations - 1 pt	3

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at leading complex legal challenges, lead change, successfully situate legal advice within operational and policy context, moral courage 3 points for each component Equal weight is to be given to leadership contributions in military justice litigation contexts	12
PROF DEV	PG (Masters) - LL.M. in an area of military law relevant to the Office of the JAG military law practice - 2 pts for each Masters Degree in any other area - 1 pt for each JCSP - 2 pts	3
EXPERIENCE	Experience in complex and challenging circumstances at: NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) CF Military Law Centre Experience providing complex military legal advice or making decisions in challenging circumstances, including at: An AJAG or DJA office A Regional Military Prosecutor Office On deployed operations (domestic or international) * 5 points max for each of the 2 broad areas of experience	10

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2013
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2013

SELECTION BOARD NO 17 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 17**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 french**
Date : 05 NOV 2012 to 06 NOV 2012	**Date : 05 NOV 2012 au 06 NOV 2012**

RANKING	Up to 10 points for ranked PERs in the last 3 evaluations	10
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2014
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2014

SELECTION BOARD NO 4 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 4**

Rank : LCOL to LCOL **Grade : LCOL à LCOL**
MOSID : 00204-01 LEGAL **SGPM ID : 00204-01 DROIT**
Date : 16 SEP 2013 to 20 SEP 2013 **Date : 16 SEP 2013 au 20 SEP 2013**

Total number of files eligible for promotion : 25 for the CL : 7
Nombre total de filières admissibles à une promotion : 25 pour le LC : 7

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

TO A SCORE OF 240.70, ALL FILES WERE SCORED

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

PER1213	Continuously and consistently exceptional best/mastered performance in a variety of complex and demanding roles. (Top scoring members are expected to have excelled with exceptional and distinguished performance in a complex and/or demanding role) (17 to 20 pts) Continuously outstanding mastered performance with occasional exceptionally best performance (Members scoring in this category have shown outstanding and possibly exceptional performance at the mastered level but have demonstrated such with slightly less consistency, over a shorter duration and/or in less demanding / diverse roles) (14 to 16 pts) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Top scoring members in this category have generally shown mastered level performance but may have demonstrated such with only occasional demonstrations at an outstanding level. Other members will be recognized at lower scores within this category for consistently exceeding the standard with periodic demonstration of mastered level performance) (up to 13 pts)	20
PER1112	Continuously and consistently exceptional best/mastered performance in a variety of complex and demanding roles. (Top scoring members are expected to have excelled with exceptional and distinguished performance in a complex and/or demanding role) (17 to 20 pts) Continuously outstanding mastered performance with occasional exceptionally best performance (Members scoring in this category have shown outstanding and possibly exceptional performance at the mastered level but have demonstrated such with slightly less consistency, over a shorter duration and/or in less demanding / diverse roles) (14 to 16 pts) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Top scoring members in this category have generally shown mastered level performance but may have demonstrated such with only occasional demonstrations at an outstanding level. Other members will be recognized at lower scores within this category for consistently exceeding the standard with periodic demonstration of mastered level performance) (up to 13 pts)	20

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2014
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2014

SELECTION BOARD NO 4 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 4**

Rank : LCOL to LCOL **Grade : LCOL à LCOL**
MOSID : 00204-01 LEGAL **SGPM ID : 00204-01 DROIT**
Date : 16 SEP 2013 to 20 SEP 2013 **Date : 16 SEP 2013 au 20 SEP 2013**

PER1011	Continuously and consistently exceptional best/mastered performance in a variety of complex and demanding roles. (Top scoring members are expected to have excelled with exceptional and distinguished performance in a complex and/or demanding role) (17 to 20 pts)	20
	Continuously outstanding mastered performance with occasional exceptionally best performance (Members scoring in this category have shown outstanding and possibly exceptional performance at the mastered level but have demonstrated such with slightly less consistency, over a shorter duration and/or in less demanding / diverse roles) (14 to 16 pts)	
	Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Top scoring members in this category have generally shown mastered level performance but may have demonstrated such with only occasional demonstrations at an outstanding level. Other members will be recognized at lower scores within this category for consistently exceeding the standard with periodic demonstration of mastered level performance) (up to 13 pts)	

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Command Leadership: Command Appointments, and other noted Direct Leadership Opportunities.	7
	Considerations / Qualities: Accountability, Integrity, Courage, Loyalty, Decision making, Leading People, Team Building, Cultural Awareness, Conflict Management, Command Personality, Behavioral Flexibility, Command Judgment, Stamina / Stress Resistance, Example to Subordinates.	
	Top scoring members in the Command Leadership category should demonstrate exceptional potential to excel with respect to the noted abilities and capacities, and should have done so whilst employed in appropriately annotated roles within a demanding and complex / challenging environment. Succeed at (Command Level Leadership) - Leading Complex legal challlenges (3 points) - Situating legal Advice within operational and policy context (4 points)	

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2014
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2014

SELECTION BOARD NO 4 INFORMATION **INFORMATION DU CONSEIL DE SÉLECTION NO 4**

Rank : LCOL to LCOL **Grade : LCOL à LCOL**
MOSID : 00204-01 LEGAL **SGPM ID : 00204-01 DROIT**
Date : 16 SEP 2013 to 20 SEP 2013 **Date : 16 SEP 2013 au 20 SEP 2013**

PROF DEV	Senior Staff Courses; Post-Grad; Demonstrates: foundational cognitive capacities, ability to learn, and a commitment / dedication to PD; PG (Masters) -LLM in an area of Law relevant to the office of the JaG Military Law Practice (2 points) -Masters degree in any other area (1 points for each) -NSSP + AMSP, NSP or Equivalent (2 points)	5
EXPERIENCE	Top scoring members in this category should have demonstrated success with recent experience within a diverse range of CF functions and roles. Limited exposure in rank and experience at previous ranks should be recognized but at reduced scoring relevancy. Considerations: -Command experieince in at least 1 of the 3 JAG pillars at NDHQ or the CF Military Law Centre (2 points) -Command experience as an AJAG (2 points) -Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances (4 points)	7
INST LDR	Leading the Institution: HHQ Strategic Staff Appointments, and other HHQ appointments / institutional opportunities. Considerations / Qualities: Effecting Change, Visioning / Strategic Thinking, Working with Ambiguity, Teamwork / Partnering, Decision Making, Setting Priorities, Human Resource Management, Organizational Awareness, Influencing / Negotiating Ability, Capacity for Indirect Command / Leadership, Commitment to Learning and Continuously Upgrading. Succeed at (Institutional Level Leadership) -Leading Change (3 points) Leading vision (3 points) Demonstrating moral courage (3 points)	9
PROMO REC	PROMOTION RECOMMENDATION Top scoring members in this category should be noted and ranked within a reasonably significant cadre of their peers and by the highest levels of review; however, latitude must be exercised for scoring due to inconsistent use of rankings across the CF. Considerations: Section 5 Potential Narratives with respect to recommendations and rankings Section 6 Potential Narratives with respect to recommendations and rankings Environment, Group and Command promotion recommendations. Consistency of recommendation / ranking over a period of years; Demonstration of potential whilst AWSE;	7
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2014
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2014

SELECTION BOARD NO 16 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 16**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 DROIT**
Date : 28 OCT 2013 to 01 NOV 2013	**Date : 28 OCT 2013 au 01 NOV 2013**

Total number of files eligible for promotion : 85 for the CL : 18
Nombre total de filières admissibles à une promotion : 85 pour le LC : 18

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

234.36

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

PER1213	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles - 51-60 pts Continuously outstanding mastered performance with occasional exceptionally best performance - 40-50 pts Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level - 20-39	20
PER1112	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles - 51-60 pts Continuously outstanding mastered performance with occasional exceptionally best performance - 40-50 pts Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level - 20-39	20
PER1011	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles - 51-60 pts Continuously outstanding mastered performance with occasional exceptionally best performance - 40-50 pts Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level - 20-39	20

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at: Leading complex legal challenges (3 points) Leading change (3 points) Leading vision (3 points) Situating legal advice within operational and policy context (4 points) and Demonstrating moral courage (3 points).	16

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2014
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2014

SELECTION BOARD NO 16 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 16**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 DROIT**
Date : 28 OCT 2013 to 01 NOV 2013	**Date : 28 OCT 2013 au 01 NOV 2013**

PROF DEV	PG (Masters):	5
	LL.M. in an area of military law relevant to the Office of the JAG (3 points)	
	Masters degree in any other area (2 points)	
	Continuous learning/self-improvement through Ed upgrading towards a LL.M. in an area of military law relevant to the Office of the JAG (2 points)	
	Any other continuous learning/self-improvement through education upgrading (1 point)	
	JCSP (or Equivalent) Completion (3 points)	
EXPERIENCE	Experience:	7
	In an OJAG directorate at NDHQ (2 points)	
	As a DJA, an RMP, a Defence Counsel or at CFMLC (2 points)	
	Providing complex military legal advice or making decisions in complex and challenging circumstances (5 Pts).	
POT RANK	Up to 7 points for ranked PERs in the last 3 evaluations	7
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2015
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2015

SELECTION BOARD NO 7 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 7**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 DROIT**
Date : 25 SEP 2014 to 26 SEP 2014	**Date : 25 SEP 2014 au 26 SEP 2014**

Total number of files eligible for promotion : 23 for the CL : 6
Nombre total de filières admissibles à une promotion : 23 pour le LC : 6

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

228.32

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

PER1314	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20
PER1213	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20
PER1112	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at: Leading complex legal challenges , (3 points) Leading change, (3 points) Leading vision, (3 points) Situating legal advice within operational and policy context, (4 points) and Demonstrating moral courage (3 points)	16

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2015
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2015

SELECTION BOARD NO 7 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 7**
Rank : LCOL to COL	**Grade : LCOL à COL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 DROIT**
Date : 25 SEP 2014 to 26 SEP 2014	**Date : 25 SEP 2014 au 26 SEP 2014**

PROF DEV	PG (Masters)	5
	LLM in an area of Law relevant to the Office of the JAG Military Law Practice (2 points for each)	
	Masters degree in any other area (1 point for each)	
	NSSP + AMSP, NSP or equivalent (2 points)	
EXPERIENCE	Experience in complex and challenging circumstances:	7
	Command experience in at least 1 of the 3 JAG pillars at NDHQ or the CF Military Law Centre (2 points)	
	Command experience as an AJAG (2 points)	
	Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances (4 points)	
RANKING	Promotion Recommendation	7
	Up to 7 points for ranked PERs in the last 3 evaluations	
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2015
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2015

SELECTION BOARD NO 7 INFORMATION

Rank : MAJ to LCOL
MOSID : 00204-01 LEGAL
Date : 25 SEP 2014 to 26 SEP 2014

INFORMATION DU CONSEIL DE SÉLECTION NO 7

Grade : MAJ à LCOL
SGPM ID : 00204-01 DROIT
Date : 25 SEP 2014 au 26 SEP 2014

Total number of files eligible for promotion : 79 for the CL : 18
Nombre total de filières admissibles à une promotion : 79 pour le LC : 18

Candidates List (CL) Cut-off Score / Pointage de la ligne établie de la Liste des Candidats (LC)

227.90

PERFORMANCE SCORING CRITERIA / CRITÈRES DE NOTATION POUR LE RENDEMENT

PER1314	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20
PER1213	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20
PER1112	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles (17 - 20 points) Continuously outstanding mastered performance with occasional exceptionally best performance (13 - 16 points) Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level (Up to 12 points)	20

SCORING CRITERIA FOR BILINGUALISM / CRITÈRES DE NOTATION POUR BILINGUISME

Refer to Annex F / Voir l'Annexe F

POTENTIAL SCORING CRITERIA / CRITÈRES DE NOTATION DU POTENTIEL

LEADERSHIP	Succeed at: Leading complex legal challenges , (3 points) Leading change, (3 points) Leading vision, (3 points) Situating legal advice within operational and policy context, (4 points) and Demonstrating moral courage (3 points)	16

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SCORING PROCEDURES FOR PROMOTION SELECTION YEAR 2015
PROCÉDURES DE NOTATION POUR LA SÉLECTION DE PROMOTION ANNÉE 2015

SELECTION BOARD NO 7 INFORMATION	**INFORMATION DU CONSEIL DE SÉLECTION NO 7**
Rank : MAJ to LCOL	**Grade : MAJ à LCOL**
MOSID : 00204-01 LEGAL	**SGPM ID : 00204-01 DROIT**
Date : 25 SEP 2014 to 26 SEP 2014	**Date : 25 SEP 2014 au 26 SEP 2014**

PROF DEV	PG (Masters)	5
	LL.M. in an area of military law relevant to the Office of the JAG (3 points)	
	Masters degree in any other area (2 points)	
	Continuous learning/self-improvement through education upgrading towards a LL.M. in an area of military law relevant to the Office of the JAG (2 points)	
	Any other continuous learning/self-improvement through education upgrading (1 point)	
	JCSP (or Equivalent) Completion (3 points)	
EXPERIENCE	Experience in complex and challenging circumstances:	7
	In an OJAG directorate at NDHQ (2 points)	
	As a DJA, an RMP, a Defence Counsel or at CFMLC (2 points)	
	Providing complex military legal advice or making decisions in complex and challenging circumstances (5 Points)	
RANKING	Promotion Recommendation	7
	Up to 7 points for ranked PERs in the last 3 evaluations	
PROMOTION SCORING CRITERIA TOTAL / TOTAL DES CRITÈRES DE NOTATION POUR PROMOTION		**100**

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AOUT AUG 15 2012
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5640-1 (DMCSS 2)

9 August 2012

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REVIEW OF SELECTION BOARD SCORING CRITERIA – AMENDMENT 1

Reference: Review of Selection Board Scoring Criteria 5640-1 (DMCSS 2) 24 April 2012

1. The promulgation of reference invoked a considerable amount of constructive feedback. I have reviewed the input provided and have made some amendment to my original guidance. The following direction is to be actioned by all occupation authorities in the development of their individual Selection Board scoring criteria for use this fall:

a. Common Criteria for CF Annual Selection Boards – NCMs at Annex A to this document supersedes Annex A to reference;

b. Common Criteria for CF Annual Selection Boards – Officers at Annex B supersedes Annex B to reference; and

c. Scoring Criteria for all LCol/Cdr to Col/Capt(N) is to employ one common scoring criteria at Annex C.

5640-1 (DSSCM 2)

le août 2012

Liste de distribution

EXAMEN DES CRITÈRES DE NOTATION À L'USAGE DES COMITÉS DE SÉLECTION – MODIFICATION N° 1

Référence : Critères communs lors des comités de sélection des FC – Officiers 5640-1 (DSSCM 2) le 24 avril 2012

1. Depuis la publication du document de référence, on m'a fait parvenir beaucoup de commentaires constructifs. Je m'en suis inspiré afin d'apporter certaines modifications à ma directive originale. Les responsables des groupes professionnels sont priés de tenir compte des consignes ci-dessous lorsqu'ils établiront les critères de notation de leurs comités de sélection cet automne :

a. L'annexe A (Critères communs pour les comités de sélection annuels des FC – Militaires du rang) du présent document remplace l'annexe A du document de référence;

b. L'annexe B (Critères communs pour les comités de sélection annuels des FC – Officiers) du présent document remplace l'annexe B du document de référence; et

c. Utiliser les critères de notation communs fournis à l'annexe C pour toutes les promotions de lcol/capf à col/capv.

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2. Additionally, while not specifically reflected in the scoring amendments, all occupations need to recognize the increasing importance of experience in a broad range of employments (both inside and outside hard occupation requirements such as CF institutional leadership positions) and the general CF leadership growth opportunities commensurate with those employments as personnel advance in rank. As such, for the NCM ranks of WO/PO1 and MWO/CPO2 and for the officer rank of Maj/LCdr, all scoring criteria are to adequately recognize the performance/potential of individuals who have contributed to core CF capabilities through their employment in positions outside of hard occupation positions. As well, positive leadership performance in these positions should directly contribute to their overall potential for advancement within the CF. Scoring criteria are to reflect this accordingly.

3. Occupation authorities are requested to review their Scoring Criteria proposals for this year's Selection Boards in light of the above direction. If you have already submitted proposed Scoring Criteria, you are requested to review your submission to ensure it complies with the above direction. Amendments and updated scoring Criteria in Word, Excel, or PDF format along with an indication of the TOS Boards required are to be submitted by email to DMCSS 2 NLT 31 August 2012 for staffing to DGMC for approval.

2. Bien que cela ne soit pas explicitement mentionné dans les modifications des critères de notation, les responsables de tous les groupes professionnels doivent prendre en considération l'importance croissante de l'expérience acquise dans une grande variété d'emplois (qu'il s'agisse ou non de postes définis tels que les postes de direction institutionnelle des FC) ainsi que les occasions générales de développement du leadership qu'offrent ces emplois afin de déterminer si un militaire mérite de monter en grade. Ainsi, en ce qui concerne les grades de MR d'adj/M 1 et d'adjum/PM 2 ainsi que le grade d'officier de maj/capc, tous les critères de notation doivent tenir compte du rendement et du potentiel des personnes ayant contribué aux capacités essentielles des FC dans le cadre de leur emploi, qu'ils occupent un poste défini ou non. Par ailleurs, un bon leadership devrait directement accroître les possibilités d'avancement d'un militaire au sein des FC. Les critères de notation doivent donc tenir compte de ce fait.

3. Les responsables des groupes professionnels sont priés de réviser leurs critères de notation en vue des comités de sélection de cette année en tenant compte des consignes susmentionnées. Si vous avez déjà soumis vos critères de notation, veuillez réviser votre soumission afin de vous assurer de sa conformité. Veuillez faire parvenir vos critères de notation modifiés en format Word, Excel ou PDF par courriel au DSSCM 2 d'ici le 31 août 2012, au plus tard. Ce dernier les transmettra ensuite au DGCM aux fins d'approbation. Veuillez également indiquer les comités de sélection requis.

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4. With the exception of the changes presented herein, all other portions of the original letter remain in force. Any questions/comments regarding Annex A, Annex B and the above direction are to be directed to DMCSS, Cdr Paul McCabe at 613-995-5989. Any questions/comments regarding Annex C are to be directed to D MIL C 4, LCol Steve Roberts at 613-995-5989.

Le Directeur général – Carrières militaires

Bgén M.K. Overton
BGen
Director General - Military Careers

Annexes

Annex A – 2013 Common Criteria for CF Annual Selection Boards – NCMs

Annex B – 2013 Common Criteria for CF Annual Selection Boards – Officers

Annex C – 2013 Scoring Criteria for promotion to Capt(N)/Col

Distribution List

Action

D Mar Pers
CFPM
DCAET
DG Air Pers
DGHS
DGMP
DHH 7 - Supervisor of Music
DJAG/COS
DLPM
COS ADM(Mat)/LBA
DPAPML
DPGR

4. A l'exception des changements présentés dans cette modification, toutes les autres parties de la lettre originale demeurent en vigueur. Si vous avez des questions ou des commentaires à propos des annexes A et B ou des consignes ci-dessus, communiquez avec le capf Paul McCabe, DSSCM, au 613-995-5989. Ceux concernant l'annexe C doivent être transmis au lcol Steve Roberts, DCM 4, au 613-995-5989.

Annexes

Annexe A – 2013 Critères communs lors des comités de sélection des FC – MR

Annexe B – 2013 Critères communs lors des comités de sélection des FC – Officiers

Annexe C – 2013 Critères pour les promotions au grade de Capv/Col

Liste de distribution

Action

D Pers Mar
GPFC
DAAEI
DG Pers Air
DGS San
DGPM
DHP 7 – Surveillant des Musiques
JAGA/CEM
D Gest PAT
CEM SMA(Mat)/ABL
DPLMAP
DBPP

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Information	Information
DMCPG	DPGCM
CFRG DComd/SSO Adm	GRFC CmdtA/OSEM Admin
Asst CMP	Adjoint CPM
Comd CFSTG	Cmdt GISFC
DSA	DNS
D Mil C	DCM
DMCA	DACM
DMCSS	DSSCM
D Mil C 2	DCM 2
D Mil C 3	DCM 3
D Mil C 4	DCM 4
D Mil C 5	DCM 5
D Mil C 6	DCM 6
D Mil C 7	DCM 7
D Mil C Coord	DCM Coord

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2013 Common Criteria for CF Annual Selection Boards – NCMs

RANK	HEADING	SPECIFIC QUALIFICATION / CRITERION	SCORE TO BE AWARDED
ALL	PERs (General)	PERs in a Previous Rank and/or a different Occupation	Performance scores are to be reduced by **exactly 50%** when assessing the individual at the current rank and occupation.
	PERs (General)	PERs in a different Component (i.e. P Res)	**No reductions** are to be applied to the performance scores so long as there has been no change in the person's occupation. Otherwise refer to line above.
LS/Cpl	Leadership	PLQ (or equivalent) Completion	1 pt for successful completion
MS/MCpl	Leadership	PLQ (or equivalent) Completion	1 pt for successful completion
PO2/Sgt	Leadership	ILP (or equivalent) Completion	1 pt for successful completion
	Professional Development	Continuous learning / self-improvement through education upgrading while in current rank	Minimum 1 pt available
PO1/WO	Leadership	ALP (or equivalent) Completion	1 pt for successful completion
	Professional Development	Continuous learning / self-improvement through education upgrading while in current rank	Minimum 2 pts available
CPO2/MWO	Leadership	SLP (or equivalent) Completion	1 pt for successful completion
	Professional Development	Continuous learning / self-improvement through education upgrading while in current rank	Minimum 2 pts available

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2013 Critères communs lors des comités de sélection des FC – MR

RANG	EN TETE	QUALIFICATION SPÉCIFIQUE / CRITÈRE	POINTAGE ACCORDÉE
TOUS	RAPs (général)	Les RAP d'un grade ou groupe professionnel précédents	Le rendement sera évalué à **exactement 50%** de la note qui aurait été attribué pour le RAP si ce dernier était pour le rang ou group professionnel actuel.
	RAPs (général)	Transfert de catégorie de service (F Res)	Tant qu'il y aura a eu aucun changement dans le groupe professionnel, **aucun plafond doit être placé** sur le rendement. Les RAP doivent être évalués sur leurs propres mérites.
Mat1/Cpl	Leadership	Achèvement du QEL (ou équivalent)	1 pt pour la réussite
Matc/Cplc	Leadership	Achèvement du QEL (ou équivalent)	1 pt pour la réussite
M2/Sgt	Leadership	Achèvement du PLI (ou équivalent)	1 pt pour la réussite
	Développement Professionnel	L'apprentissage continu / auto-amélioration grâce à la mise a niveau de l'éducation dans le grade actuel	Minimum 1 pt disponible
M1/Adj	Leadership	Achèvement du PLA (ou équivalent)	1 pt pour la réussite
	Développement Professionnel	L'apprentissage continu / auto-amélioration grâce à la mise a niveau de l'éducation dans le grade actuel	Minimum 2 pt disponible
PM2/Adjum	Leadership	Achèvement du PLS (ou équivalent)	1 pt pour la réussite
	Développement Professionnel	L'apprentissage continu / auto-amélioration grâce à la mise a niveau de l'éducation dans le grade actuel	Minimum 2 pt disponible

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2013 Common Criteria for CF Annual Selection Boards – Officers

RANK	HEADING	SPECIFIC QUALIFICATION / CRITERION	SCORE TO BE AWARDED
ALL	PERs (General)	PERs in a Previous Rank and/or a different Occupation	Performance scores are to be reduced by **exactly 50%** when assessing the individual at the current rank and occupation.
	PERs (General)	PERs in a different Component (i.e. P Res)	**No reductions** are to be applied to the performance scores so long as there has been no change in the person's occupation. Otherwise refer to line above.
Lt(N)/Capt	Professional Development	OPME Completion (all except specific HS officers)	1 pt for successful completion
		Continuous learning / self-improvement through education upgrading while in current rank	Minimum 1 pt available
LCdr/Maj	Professional Development	JCSP (or equivalent) Completion	2 pts for successful completion
		Continuous learning / self-improvement through education upgrading while in current rank	Minimum 2 pts available

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2013 Critères communs lors des comités de sélection des FC – Officiers

RANG	EN TETE	QUALIFICATION SPÉCIFIQUE / CRITÈRE	POINTAGE ACCORDÉE
TOUS	RAPs (général)	Les RAP d'un grade ou groupe professionnel précédents	Le rendement sera évalué à **exactement 50%** de la note qui aurait été attribué pour le RAP si ce dernier était pour le rang ou group professionnel actuel.
	RAPs (général)	Transfert de catégorie de service (F Res)	Tant qu'il y aura a eu aucun changement dans le groupe professionnel, **aucun plafond doit être placé** sur le rendement. Les RAP doivent être évalués sur leurs propres mérites.
Ltv/Capt	Développement Professionnel	PEMPO complété (sauf pour certains officiers en services de santé)	1 pt pour la réussite
		L'apprentissage continu / auto-amélioration grâce à la mise a niveau de l'éducation dans le grade actuel	Minimum 1 pt disponible
Capc/Maj	Développement Professionnel	PCEMI (ou équivalent) complété	2 pt pour la réussite
		L'apprentissage continu / auto-amélioration grâce à la mise a niveau de l'éducation dans le grade actuel	Minimum 2 pt disponible

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2013 – COMMON CF SCORING CRITERIA FOR ALL CDR/LCOL TO CAPT(N)/COL ANNUAL SELECTION BOARDS

PERFORMANCE — **60**

Continuously and consistently exceptional best/mastered performance in a variety of complex and demanding roles. — **50-58**

Top scoring members are expected to have excelled with exceptional and distinguished performance in at least two differing roles.

Continuously outstanding mastered performance with occasional exceptionally best performance. — **40-49**

Members scoring in this category have shown outstanding and possibly exceptional performance at the mastered level but have demonstrated such with slightly less consistency, over a shorter duration and/or in less demanding / diverse roles.

Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level. — **20-39**

Top scoring members in this category have generally shown mastered level performance but may have demonstrated such with only occasional demonstrations at an outstanding level. Other members will be recognized at lower scores within this category for consistently exceeding the standard with periodic demonstration of mastered level performance.

FITNESS TEST (automatic scoring) — **2**

Exemption	**2**
Pass	**1**
Med excused / Not tested / Failure	**0**

BFT equals CF Express exemption for in year – points based on last results entered into HRMS

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POTENTIAL **40**

FOUNDATIONAL QUALITIES

SECOND LANGUAGE **5**

READING COMPREHENSION	WRITTEN COMPREHENSION	ORAL PROFICIENCY	SCORE
C	B	C	5
<C / Expired / Nil	<B / Expired / Nil	<C / Expired / Nil	0

Note: Second Official Language (E) profiles in any category are valid regardless of date tested and all other profiles are valid for a period of five years.

PROFESSIONAL DEVELOPMENT **5**

Senior Staff Courses; Post-Grad; Demonstrates: foundational cognitive capacities, ability to learn, and a commitment / dedication to PD;

Professional Masters Degree **1**

(Masters Equiv - Professional qualifications as follows: CMA, CHRP, QTP, QFTE, QTN, and ASC will be granted Prof Master Degree equivalency)

Or

Academic Masters Degree **2**

Additional Masters or Doctorate Degree **1**

NSSP + AMSP, NSP or equivalent **2** additional points**

***(NSSP = 1 Point)*
(AMSP = 1 Point)

EXPERIENCE **7**

Top scoring members in this category should have demonstrated success with recent experience within a diverse range of military functions and roles. Limited exposure in rank and experience at previous ranks should be recognized but at reduced scoring relevancy. Considerations:

Ops Experience: Ops, direct support to Ops, Deployment (International / Domestic)

Staff Experience: HQ Staff Appointment, Project Mgt, Systems Mgt, HR Mgt

Other: Tech awareness, Breadth of Military Skills / Quals, Instructional Duties

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DEMONSTRATED / ASSESSED POTENTIAL QUALITIES

LEADERSHIP — 16

Demonstrated excellence in Command remains a very strong consideration for promotion assessment; however, the transition to institutional leadership requires further consideration of qualities that support a variety of cognitive capacities to excel at the strategic level that include potential as demonstrated by influencing / effecting change and visioning through ambiguity.

Top scoring members in the following categories should demonstrate exceptional potential to excel with respect to the noted abilities and capacities, and should have done so whilst employed in appropriately annotated roles within a demanding and complex / challenging environment.

The general qualities of Command and/or Leading the Institution can be similarly demonstrated from other than specific Command or HHQ Strategic Appointments and as such appropriate scoring of all demonstrated qualities and capacities must be recognized.

Command Leadership: Command Appointments, and other noted Direct Leadership Opportunities. — 8

Considerations / Qualities:

Accountability, Integrity, Courage, Loyalty, Decision making, Leading People, Team Building, Cultural Awareness, Conflict Management, Command Personality, Behavioral Flexibility, Command Judgment, Stamina / Stress Resistance, Example to Subordinates

Leading the Institution: HHQ Strategic Staff Appointments, and other HHQ appointments / institutional opportunities. — 8

Considerations / Qualities:

Effecting Change, Visioning / Strategic Thinking, Working with Ambiguity, Teamwork / Partnering, Decision making, Setting Priorities, Human Resource Management, Organizational Awareness, Influencing / Negotiating Ability, Capacity for Indirect Command / Leadership, Commitment to Learning and Continuously Upgrading,

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PROMOTION RECOMMENDATION 7

Top scoring members in this category should be noted and ranked within a reasonably significant cadre of their peers and by the highest levels of review; however, latitude must be exercised for scoring due to inconsistent use of rankings across the CF.

Considerations:

Section 5 Potential Narratives with respect to recommendations and rankings
Section 6 Potential Narratives with respect to recommendations and rankings
Environment, Group and Command promotion recommendations.
Consistency of recommendation / ranking over a period of years;
Demonstration of potential whilst AWSE;

TOTAL: **100**

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2013 – CRITÈRES DE NOTATION COMMUNS DES FC POUR LES COMITÉS DE SÉLECTION ANNUELS POUR LES PROMOTIONS DE LCOL/CAPF À COL/CAPV

RENDEMENT		**60**
Rendement maîtrisé/optimal exceptionnel continu et uniforme dans une variété de rôles complexes et exigeants	**50-58**	
Les militaires obtenant les meilleurs scores devraient avoir excellé en ayant un rendement exceptionnel et digne de mention dans au moins deux rôles différents.		
Rendement maîtrisé remarquable et continu, et rendement optimal exceptionnel à l'occasion.	**40-49**	
Les militaires de cette catégorie ont un rendement remarquable et possiblement exceptionnel sur le plan de la maîtrise, mais ce, avec un peu moins de constance, pendant une période plus courte et/ou dans des rôles moins diversifiés et exigeants.		
Rendement généralement bien au-dessus de la moyenne ou maîtrisé, et rendement maîtrisé remarquable à l'occasion.	**20-39**	
Dans cette catégorie, les militaires obtenant les meilleurs scores ont un rendement maîtrisé en général et remarquable à l'occasion. Les militaires qui ont un rendement systématiquement au-dessus de la moyenne et dont le rendement est maîtrisé à l'occasion entrent également dans cette catégorie, mais leurs scores sont inférieurs.		

ÉVALUATION DE LA CONDITION PHYSIQUE (notation automatique) **2**

Exemption	**2**
Réussite	**1**
Excusé pour des raisons de santé/non évalué/échec	**0**

Le TAPC équivaut à une exemption du Test EXPRES pour l'année en cours – points basés sur les derniers résultats entrés dans le SGRH

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POTENTIEL 40

QUALITÉS FONDAMENTALES

LANGUE SECONDE 5

COMPRÉHENSION DE L'ÉCRIT	EXPRESSION ÉCRITE	INTERACTION ORALE	SCORE
C	B	C	5
<C / Expiré / Néant	<B / Expiré / Néant	<C / Expiré / Néant	0

Nota : La cote (E) d'un profil linguistique en langue seconde, peu importe la catégorie, est valide quelle que soit la date où le test a été effectué. Les autres cotes sont valides pendant cinq ans.

DÉVELOPPEMENT PROFESSIONNEL 5

Cours supérieurs d'état-major; études supérieures – Démontre : capacités cognitives fondamentales, aptitude à apprendre et engagement / intérêt pour le PP;

Maîtrise professionnelle 1

(Équivalents de maîtrise – Les qualifications professionnelles CMA, CRHA, qualification de pilote d'essai, IEAQ, NVEQ et CSA donnent droit à une équivalence de maîtrise professionnelle)

OU

Maîtrise de recherche 2

Autres maîtrises ou doctorats 1

Programme des études de sécurité nationale (PESN) + Programme supérieur des études militaires (PSEM), Programme de sécurité nationale (PSN) ou l'équivalent 2 points additionnels**

***(PESN = 1 point)*
(PSEM = 1 point)

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EXPÉRIENCE 7

Les militaires qui obtiennent les meilleurs scores dans cette catégorie doivent avoir assumé récemment avec succès toute une gamme de rôles et de fonctions militaires. Une expérience limitée de ces rôles et fonctions dans des grades inférieurs doit être reconnue, mais dans une moindre mesure. Facteurs à prendre en considération :

Expérience opérationnelle	opérations, soutien direct à des opérations, opération de déploiement (à l'étranger/au pays)
Expérience de travail d'état-major :	nomination à un poste d'état-major, gestion de projet, gestion de systèmes, gestion des RH
Autres :	connaissances techniques, étendue des aptitudes/qualifications militaires, tâches liées à l'instruction

QUALITÉS MANIFESTES/ÉVALUÉES RELATIVES AU POTENTIEL

LEADERSHIP 16

L'excellence manifeste en matière de commandement demeure un facteur très important à prendre en considération pour l'évaluation aux fins de promotion. Toutefois, la transition vers le leadership institutionnel exige de prendre en considération d'autres qualités qui appuient un éventail de capacités cognitives permettant d'exceller au niveau stratégique, y compris le potentiel mis en évidence par l'aptitude à influencer/mettre en œuvre le changement et avoir un esprit visionnaire malgré l'ambiguïté.

Les militaires qui obtiennent les meilleurs scores dans les catégories suivantes doivent avoir un potentiel exceptionnel pour exceller en ce qui a trait aux aptitudes et capacités indiquées, et ils devraient l'avoir démontré alors qu'ils assumaient les rôles clairement indiqués dans un environnement exigeant et complexe/difficile.

Les qualités générales requises pour commander et/ou diriger l'institution peuvent être mises en évidence dans le cadre de nominations à des postes de commandement ou d'état-major supérieur non précis et, à ce titre, toutes les qualités et capacités manifestées doivent être reconnues et notées en conséquence.

Leadership axé sur le commandement : nominations à un poste de commandement et autres occasions de leadership direct indiquées. 8

Facteurs à prendre en considération/qualités :

Responsabilisation, intégrité, courage, loyauté, prise de décisions, diriger des personnes, promotion du travail d'équipe, sensibilisation aux cultures, gestion des conflits, personnalité appropriée, souplesse, jugement approprié, endurance/résistance au stress, être un exemple pour les subordonnés

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Diriger l'institution : Nominations stratégiques à un poste d'état-major supérieur, et autres nominations à un poste d'état-major supérieur et possibilités institutionnelles. 8

Facteurs à prendre en considération/qualités :

Capacité de mettre en œuvre le changement; esprit visionnaire/réflexion stratégique; capacité de composer avec l'ambiguïté; esprit d'équipe/partenariat, prise de décisions, capacité d'établir les priorités, gestion des ressources humaines, connaissance de l'organisation, capacité d'influencer/aptitude à la négociation, aptitude au commandement/leadership indirect, engagement à l'égard de l'apprentissage et à l'amélioration continue

RECOMMANDATION DE PROMOTION 7

Les militaires qui obtiennent les meilleurs scores dans cette catégorie doivent être évalués en fonction d'un nombre raisonnablement important de leurs pairs et selon les examens des niveaux supérieurs. Il faut toutefois faire preuve de latitude pour la notation puisque les classements ne sont pas cohérents à l'échelle des FC.

Facteurs à prendre en considération :

Section 5 – Exposé sur le potentiel pour ce qui est des recommandations et des classements
Section 6 – Exposé sur le potentiel pour ce qui est des recommandations et des classements
Recommandations de promotion de l'élément, du groupe et du commandement.
Cohérence des recommandations/classements sur un certain nombre d'années;
Potentiel manifesté dans le cadre d'une nomination intérimaire;

TOTAL : 100

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Kenny LCol MF@COS JAG@Ottawa-Hull

From: Smith Maj CJ@JAG COS JAG@Ottawa-Hull
Sent: June 18, 2012 9:04 AM
To: Boudreau LCdr DY@CMP DMCSS@Ottawa-Hull; Holland Maj SW@CMP D Mil C@Ottawa-Hull
Subject: JAG 2013 SCRIT
Attachments: LCOL to COL 2013v2.doc.DRF; MAJ to LCOL 2013v2.doc.DRF

Don/Steve,

Find attached our updated SCRITs for Maj/LCdr & Lcol/Cdr. Overall, relatively minor tweaks from last year.

<<File: LCOL to COL 2013v2.doc>><<File: MAJ to LCOL 2013v2.doc>>
Call me if you have any questions.

Cheers,

Curtis

C.J. Smith
Major - ACOS 3
Office of the Judge Advocate General | Cabinet du Juge-avocat général
National Defence | Défense nationale
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Facsimile | Télécopieur: 613-995-5737
Government of Canada | Gouvernement du Canada

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2013~~2~~: LCOL/CDR to COL/CAPT(N)

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (55)	Top performers who have continually mastered the standard	45-55	
	Performers who have occasionally mastered or continuously exceeded the standard	29-44	
	Performers who have occasionally exceeded or continuously met the standard	14-28	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	3	
Fitness (2) * Pers not tested are assessed iaw current policy in CFG 152/09.	2 – Expres Incentive Level or equivalent	2	
	1 – Expres Pass		
	0 – Failed, not tested or expired		
POTENTIAL – 35 points			
Leadership (15)	Succeed at leading complex legal challenges, lead change, lead vision, successfully situate legal advice within operational and policy context, moral courage * 3 *points for each component* * Equal weight is to be given to leadership contributions in military justice litigation contexts.	15	
Experience in complex and challenging circumstances (6)	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances within (**max 2 points**): • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Command experience providing complex military legal advice or making decisions in complex and challenging circumstances as an AJAG (**max 2 points**). Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances including (**max 2 points**): • on deployed ops (domestic or international) • in advancing strategic projects • as senior ~~trial~~ counsel in complex military justice litigation	6	
Professional Development (4)	PG (Masters) – • LLM in an area of Law relevant to the Office of the JAG Military Law Practice (**2 points for each**) • Masters degree in any other area (**1 point for each**) • JCSP/NSP (**2 points**)	4	
Potential Ranking Score (10)	Up to 10 points for ranked PERs in the last 3 evaluations	10	

SECOND LANGUAGE SCORING – 5 points					
Profile	**Reading**	**Writing**	**Oral**		
CBC	C	B	C	5	
No/any expired profile				0	
TOTAL				100	

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2013~~2~~: MAJ/LCDR to LCOL/CDR

_____
(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (55)	Top performers who have continually mastered the standard	45-55	
	Performers who have occasionally mastered or continuously exceeded the standard	29-44	
	Performers who have occasionally exceeded or continuously met the standard	14-28	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	3	
Fitness (2) * Pers not tested are assessed iaw current policy in CFG 152/09.	2 – Expres Incentive Level or equivalent	2	
	1 – Expres Pass		
	0 – Failed, not tested or expired		
POTENTIAL – 35 points			
Leadership (12)	Succeed at leading complex legal challenges, lead change, successfully situate legal advice within operational and policy context, moral courage * ***3 points for each component*** * *Equal weight is to be given to leadership contributions in military justice litigation contexts.*	12	
Experience in complex and challenging circumstances (10)	Experience in ~~at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in~~ complex and challenging circumstances at: • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Experience providing complex military legal advice or making decisions in challenging circumstances, including at: • An AJAG or DJA office • A Regional Military Prosecutor Office • On deployed operations (domestic or international) * ***5 points max for each of the 2 broad areas of experience***	10	
Professional Development (3)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG military law practice (**2 points for each**) • Masters Degree in any other area – (**1 point for each**) • JCSP – (2 points)	3	
Potential Ranking Score (10)	Up to 10 points for ranked PERs in the last 3 evaluations	10	

SECOND LANGUAGE SCORING – 5 points					
Profile	**Reading**	**Writing**	**Oral**		
BBB	B	B	B	5	
BAB	B	A	B	4	
AAB	A	A	B	3	
AAA	A	A	A	2	
---A	-	-	A	1	
No/any expired profile				0	
TOTAL				100	

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Kenny LCol MF@COS JAG@Ottawa-Hull

From: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Sent: November 2, 2012 9:56 AM
To: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Cc: Bernatchez Capt(N) G@COS JAG@Ottawa-Hull; McCabe Cdr GP@CMP DMCSS@Ottawa-Hull; Roberts LCol SM@CMP D Mil C@Ottawa-Hull; Holland Maj SW@CMP D Mil C@Ottawa-Hull; Laliberte Lt(N) NFJ@CMP DMCSS@Ottawa-Hull
Subject: Legal SCRITS Selection Board

Importance: High

Good Morning,

After careful consideration, DGMC has adjudicated upon this matter and has agreed to allow the Legal Occupation to proceed with their proposed SCRITS for ***this year only (2012)***. The caveat to this allowance is that the Legal Occupation shall comply with ***all aspects*** of DGMC's general SCRIT guidance commencing next year, 2013.

Attached are the previously submitted Legal SCRITs (as originally presented to DMCSS 2) which are ***approved*** on behalf of DGMC.

LCOL to COL 2013v2.doc

MAJ to LCOL 2013v2.doc

Any further questions regarding this year's SCRITs or compliancy requirements for next year's Selection Boards may be addressed to the undersigned.

Regards,

Scott Harrald
Lieutenant-Commander / Capitaine de corvette
Director Military Careers Support Services 2 / Directeur - services de soutien (Carrières militaires) 2
Director General Military Careers / Directeur général – Carrières militaires
National Defence / Défense nationale
PER Processing / Traitement des RAP, 101 Colonel By Drive, Ottawa, Canada K1A 0K2
Scott.Harrald@forces.gc.ca
Téléphone I Telephone 819-997-9249
Télécopieur I Facsimile 819-994-4311
Gouvernement du Canada I Government of Canada

Link to CF Selection Board Documents

http://cmp-cpm.forces.mil.ca/dgmc/engraph/SelectionBoard_e.asp

Link to CFPAS information
http://cmp-cpm.forces.mil.ca/dgmc/engraph/CFPAS_home_e.asp

Link to list of personnel by Formation whose PER is not yet accounted for (in excel)
http://cmp-cpm.forces.mil.ca/dgmc/engraph/CFPAS_reports_e.asp

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2013~~2~~: LCOL/CDR to COL/CAPT(N)

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (55)	Top performers who have continually mastered the standard	45-55	
	Performers who have occasionally mastered or continuously exceeded the standard	29-44	
	Performers who have occasionally exceeded or continuously met the standard	14-28	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	3	
Fitness (2) * Pers not tested are assessed iaw current policy in CFG 152/09.	2 – Expres Incentive Level or equivalent	2	
	1 – Expres Pass		
	0 – Failed, not tested or expired		
POTENTIAL – 35 points			
Leadership (15)	Succeed at leading complex legal challenges, lead change, lead vision, successfully situate legal advice within operational and policy context, moral courage * 3 *points for each component* * Equal weight is to be given to leadership contributions in military justice litigation contexts.	15	
Experience in complex and challenging circumstances (6)	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances within (**max 2 points**): • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Command experience providing complex military legal advice or making decisions in complex and challenging circumstances as an AJAG (**max 2 points**). Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances including (**max 2 points**): • on deployed ops (domestic or international) • in advancing strategic projects • as senior ~~trial~~ counsel in complex military justice litigation	6	
Professional Development (4)	PG (Masters) – • LLM in an area of Law relevant to the Office of the JAG Military Law Practice (**2 points for each**) • Masters degree in any other area (**1 point for each**) • JCSP/NSP (**2 points**)	4	
Potential Ranking Score (10)	Up to 10 points for ranked PERs in the last 3 evaluations	10	

SECOND LANGUAGE SCORING – 5 points

Profile	Reading	Writing	Oral		
CBC	C	B	C	5	
No/any expired profile				0	
TOTAL				100	

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2013~~2~~: MAJ/LCDR to LCOL/CDR

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (55)	Top performers who have continually mastered the standard	**45-55**	
	Performers who have occasionally mastered or continuously exceeded the standard	**29-44**	
	Performers who have occasionally exceeded or continuously met the standard	**14-28**	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	**3**	
Fitness (2) * Pers not tested are assessed iaw current policy in CFG 152/09.	2 – Expres Incentive Level or equivalent	**2**	
	1 – Expres Pass		
	0 – Failed, not tested or expired		
POTENTIAL – 35 points			
Leadership (12)	Succeed at leading complex legal challenges, lead change, successfully situate legal advice within operational and policy context, moral courage * ***3 points for each component*** * *Equal weight is to be given to leadership contributions in military justice litigation contexts.*	**12**	
Experience in complex and challenging circumstances (10)	Experience in ~~at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in~~ complex and challenging circumstances at: • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Experience providing complex military legal advice or making decisions in challenging circumstances, including at: • An AJAG or DJA office • A Regional Military Prosecutor Office • On deployed operations (domestic or international) * ***5 points max for each of the 2 broad areas of experience***	**10**	
Professional Development (3)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG military law practice (**2 points for each**) • Masters Degree in any other area – (**1 point for each**) • JCSP – (~~2~~**4 points**)	**3**	
Potential Ranking Score (10)	Up to 10 points for ranked PERs in the last 3 evaluations	**10**	

SECOND LANGUAGE SCORING – 5 points

Profile	Reading	Writing	Oral		
BBB	B	B	B	**5**	
BAB	B	A	B	**4**	
AAB	A	A	B	**3**	
AAA	A	A	A	**2**	
---A	-	-	A	**1**	
No/any expired profile				**0**	
TOTAL				**100**	

A0448968_6-A-2014-00922--0056

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DND - MDN

Kenny LCol MF@COS JAG@Ottawa-Hull

From: Bernatchez Capt(N) G@COS JAG@Ottawa-Hull
Sent: July 3, 2013 3:41 PM
To: Kowal BGen HJ@CMP DGMC@Ottawa-Hull
Cc: Lonsdale-Harris Cdr TM@CMP DMCSS@Ottawa-Hull; Harrald LCdr SR@CMP DMCSS@Ottawa-Hull; Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Subject: Scoring Criteria - LEGAL

Refs: A. 5640-1 (DMCSS 2) 16 Apr 2013, Review of Selection Board Scoring Criteria
B. DGMC e-mail to COS JAG dated 5 Jun 13, Annual Selection Boards

Good afternoon Sir,

I am writing in response to Refs A and B, regarding the requirement to adapt the SCRITs of the Legal Branch, as a result of the elimination of the physical fitness scoring criteria.

I enclose for your review and concurrence an amended Legal Branch SCRITs for Maj/LCdr to LCol/Cdr and for LCol/Cdr to Col/Capt(N), in which these two points have been reallocated within the Performance scoring.

LCOL to COL 2014.doc

MAJ to LCOL 2014.doc

I recognize that a related outstanding issue is the matter of the presidency of the Legal Officers' Merit Boards. As indicated in my e-mail to you of 20 Jun 13, I look forward to having an opportunity to meet with you in order to explore the proposed way ahead in further details.

Regards,

Geneviève

Geneviève Bernatchez
Capitaine de vaisseau | Captain (Navy)
Chef d'état-major du Juge-avocat général | Chief of Staff, Judge Advocate General
Cabinet du juge-avocat général | Office of the Judge Advocate General
Quartier général de la Défense nationale | National Defence Headquarters
Édifice Constitution Building
305 Rideau, Ottawa ON K1A 0K2 CANADA
genevieve.bernatchez@forces.gc.ca
Téléphone | Telephone 1-613-996-6692
Télécopieur | Facsimile 1-613-995-5737

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2014: MAJ/LCDR to LCOL/CDR

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (60)	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles.	**51-60**	
	Continuously outstanding mastered performance with occasional exceptionally best performance.	**40-50**	
	Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level.	**20-39**	
POTENTIAL – 35 points			
Leadership (16)	Succeed at: • Leading complex legal challenges , **(3 points)** • Leading change, **(3 points)** • Leading vision, **(3 points)** • Situating legal advice within operational and policy context, **(4 points)** and • Demonstrating moral courage **(3 points).**	16	
Experience in complex and challenging circumstances (7)	Experience: • at NDHQ or at the CF MLC **(2 points)** • as a DJA or a RMP. **(2 points)** • providing complex military legal advice or making decisions in other complex and challenging circumstances. **(5 Pts).**	7	
Professional Development (5)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG **(4 points)** • Masters degree in any other area – **(3 points)** • In-progress LL.M. in an area of military law relevant to the Office of the JAG **(3 points)** • Continuous learning/self-improvement through education upgrading **(2 points)** • JCSP (or Equivalent) Completion **(2 points)**	5	
Potential Ranking Score (7)	Up to 7 points for ranked PERs in the last 3 evaluations	7	

SECOND LANGUAGE SCORING – 5 points					
Profile	**Reading**	**Writing**	**Oral**		
BBB	B	B	B	**5**	
BAB	B	A	B	**4**	
AAB	A	A	B	**3**	
AAA	A	A	A	**2**	
---A	-	-	A	**1**	
No/any expired profile				**0**	
TOTAL				**100**	

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 20143: LCOL/CDR to COL/CAPT(N)

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (575)	Top performers who have continually mastered the standard	465-575	
	Performers who have occasionally mastered or continuously exceeded the standard	29-454	
	Performers who have occasionally exceeded or continuously met the standard	14-28	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	3	
~~**Fitness (2)**~~ ~~* Pers not tested are assessed iaw current policy in CFG 15240.~~	~~2 – Expres Incentive Level or equivalent~~ ~~1 – Expres Pass~~ ~~0 – Failed, not tested or expired~~	2	
POTENTIAL – 35 points			
Leadership (15)	Succeed at leading complex legal challenges, lead change, lead vision, successfully situate legal advice within operational and policy context, moral courage * 3 *points for each component* * Equal weight is to be given to leadership contributions in military justice litigation contexts.	15	
Experience in complex and challenging circumstances (6)	Command experience in at least 1 of the 3 JAG pillars (military justice, operational law, military administrative law) in complex and challenging circumstances within (**max 2 points**): • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Command experience providing complex military legal advice or making decisions in complex and challenging circumstances as an AJAG (**max 2 points**). Command experience providing complex military legal advice or making decisions in other complex and challenging circumstances including (**max 2 points**): • on deployed ops (domestic or international) • in advancing strategic projects • as senior counsel in complex military justice litigation	6	
Professional Development (4)	PG (Masters) – • LLM in an area of Law relevant to the Office of the JAG Military Law Practice (**2 points for each**) • Masters degree in any other area (**1 point for each**) • JCSP/NSP (**2 points**)	4	
Potential Ranking Score (10)	Up to 10 points for ranked PERs in the last 3 evaluations	10	

SECOND LANGUAGE SCORING – 5 points					
Profile	**Reading**	**Writing**	**Oral**		
CBC	C	B	C	5	
No/any expired profile				0	
TOTAL				**100**	

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD ~~2013~~2014: MAJ/LCDR to LCOL/CDR

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (575)	Top performers who have continually mastered the standard	465-575	
	Performers who have occasionally mastered or continuously exceeded the standard	29-454	
	Performers who have occasionally exceeded or continuously met the standard	14-28	
Commendations (3)	CDS Commendation or MSM – 3 points Level 1 Commendations – 2 points Deployed Commendations – 1 point	3	
~~Fitness (2)~~ ~~Pers not tested are assessed iaw current policy in CFG 152/09.~~	~~2 – Expres Incentive Level or equivalent~~ ~~1 – Expres Pass~~ ~~0 – Failed, not tested or expired~~	~~2~~	
POTENTIAL – 35 points			
Leadership (12)	Succeed at leading complex legal challenges, lead change, successfully situate legal advice within operational and policy context, moral courage * ***3 points for each component*** * *Equal weight is to be given to leadership contributions in military justice litigation contexts.*	12	
Experience in complex and challenging circumstances 10)	Experience in complex and challenging circumstances at: • NDHQ (including the offices of Director Military Prosecutions and Defence Counsel Services) • CF Military Law Centre Experience providing complex military legal advice or making decisions in challenging circumstances, including at: • An AJAG or DJA office • A Regional Military Prosecutor Office • On deployed operations (domestic or international) * ***5 points max for each of the 2 broad areas of experience***	10	
Professional Development 3)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG military law practice (**2 points for each**) • Masters Degree in any other area – (**1 point for each**) • JCSP – (**2 points**)	3	
Potential Ranking Score 10)	Up to 10 points for ranked PERs in the last 3 evaluations	10	

SECOND LANGUAGE SCORING – 5 points

Profile	Reading	Writing	Oral		
BBB	B	B	B	5	
BAB	B	A	B	4	
AAB	A	A	B	3	
AAA	A	A	A	2	
---A	-	-	A	1	
No/any expired profile				0	
TOTAL				100	

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Kenny LCol MF@COS JAG@Ottawa-Hull

From: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Sent: October 23, 2013 10:50 AM
To: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull; Cyr Maj JRB@CMP D Mil C@Ottawa-Hull
Subject: RE: Legal SCRIT [APPROVED]
Attachments: LEGAL SCRIT MAJ to LCOL.DOC

Attached is the DGMC approved SCRIT

Scott Harrald
Lieutenant-Commander / Capitaine de corvette
Director Military Careers Support Services 2 / Directeur - services de soutien (Carrières militaires) 2
Director General Military Careers / Directeur général – Carriéres militaires
National Defence / Défense nationale
PER Processing / Traitement des RAP, 101 Colonel By Drive, Ottawa, Canada K1A 0K2
Scott.Harrald@forces.gc.ca
Téléphone | Telephone 819-997-9249
Télécopieur | Facsimile 819-994-4311
Gouvernement du Canada | Government of Canada

Link to CF Selection Board Documents

http://cmp-cpm.forces.mil.ca/dgmc/engraph/SelectionBoard_e.asp

Link to CFPAS information
http://cmp-cpm.forces.mil.ca/dgmc/engraph/CFPAS_home_e.asp

Link to list of personnel by Formation whose PER is not yet accounted for (in excel)
http://cmp-cpm.forces.mil.ca/dgmc/engraph/CFPAS_reports_e.asp

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From: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Sent: Wednesday, 23, October, 2013 10:01 AM
To: Cyr Maj JRB@CMP D Mil C@Ottawa-Hull
Cc: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Subject: Re: Legal SCRIT

Bernie: I'm out of the office too.
Scott: Can you assist?

Sent from my wireless handheld device / Transmis de mon appareil portable

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A0448970_1-A-2014-00922--0061

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If you are no longer the appropriate POC wrt Branch SCRITs, I would request that you forward this to your successor.

If you have any further questions / concerns feel free to contact me.

Regards,

Scott Harrald
Lieutenant-Commander / Capitaine de corvette
Director Military Careers Support Services 2 / Directeur - services de soutien (Carrières militaires) 2
Director General Military Careers / Directeur général – Carriéres militaires
National Defence / Défense nationale
PER Processing / Traitement des RAP, 101 Colonel By Drive, Ottawa, Canada K1A 0K2
Scott.Harrald@forces.gc.ca
Téléphone I Telephone 819-997-9249
Télécopieur I Facsimile 819-994-4311
Gouvernement du Canada I Government of Canada

Link to CF Selection Board Documents

http://cmp-cpm.forces.mil.ca/dgmc/ss/sb-cs/index-eng.asp

Link to CFPAS information

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/index-eng.asp

Link to list of personnel by Formation whose PER is not yet accounted for (in excel)

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/reports-rapports-eng.asp

A0448970_2-A-2014-00922--0062

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From: Cyr Maj JRB@CMP D Mil C@Ottawa-Hull
To: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Sent: Wed Oct 23 09:59:12 2013
Subject: Legal SCRIT

Good morning Eric,

I am out of the office and don't have access to my personal files of the server.

Could you send me the approved Legal SCRIT for the Maj to LCol?

Thanks

Bernie

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DND - MDN

REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2014: MAJ/LCDR to LCOL/CDR

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (60)	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles.	**51-60**	
	Continuously outstanding mastered performance with occasional exceptionally best performance.	**40-50**	
	Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level.	**20-39**	
POTENTIAL – 35 points			
Leadership (16)	Succeed at: • Leading complex legal challenges , **(3 points)** • Leading change, **(3 points)** • Leading vision, **(3 points)** • Situating legal advice within operational and policy context, **(4 points)** and • Demonstrating moral courage **(3 points).**	**16**	
Professional Development 5)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG **(3 points)** • Masters degree in any other area – **(2 points)** • Continuous learning/self-improvement through education upgrading towards a LL.M. in an area of military law relevant to the Office of the JAG **(2 points)** • Any other continuous learning/self-improvement through education upgrading **(1 point)** • JCSP (or Equivalent) Completion **(3 points)**	**5**	
Experience in complex and challenging circumstances 7)	Experience: • In an OJAG directorate at NDHQ **(2 points)** • as a DJA, an RMP, a Defence Counsel or at CFMLC **(2 points)** • providing complex military legal advice or making decisions in complex and challenging circumstances. **(5 Pts)**.	**7**	
Potential Ranking Score (7)	Up to 7 points for ranked PERs in the last 3 evaluations	**7**	

SECOND LANGUAGE SCORING – 5 points

Profile	Reading	Writing	Oral		
BBB	B	B	B	**5**	
BAB	B	A	B	**4**	
AAB	A	A	B	**3**	
AAA	A	A	A	**2**	
---A	-	-	A	**1**	
No/any expired profile				**0**	
TOTAL				**100**	

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DND - MDN

Kenny LCol MF@COS JAG@Ottawa-Hull

From: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Sent: June 24, 2014 10:23 AM
To: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull; Bernatchez Capt(N) G@COS JAG@Ottawa-Hull
Subject: RE: DGMC ANNUAL SELECTION BOARD SCORING CRITERIA (SCRIT) GUIDANCE

Thanks Scott. See you on Friday.

Ma'am: Please note that there is no objection to us using the same SCRITs as last year.

Eric Weaver
Major
ACOS(Pers)
Office of the JAG
613-996-5530

From: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Sent: Tuesday, 24, June, 2014 10:09 AM
To: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Subject: RE: DGMC ANNUAL SELECTION BOARD SCORING CRITERIA (SCRIT) GUIDANCE

Good Day Eric,

Apologies on missing you on the draft DGMC SCRIT direction. Don't worry about the 27 Jun deadline. As long as I get the SCRITs a week in advance of your boards it should all be manageable.

You are correct. DGMC has approved that the same SCRIT as what JAG employed last year can be used this year.

I thought I had distributed the JAG related comments from last year's boards. I'll confirm and re-send today.

If there's any further questions, we can discuss this Friday.

Regards,

Scott Harrald
Lieutenant-Commander / Capitaine de corvette
Director Military Careers Support Services 2 / Directeur - services de soutien (Carrières militaires) 2
Director General Military Careers / Directeur général – Carrières militaires
National Defence / Défense nationale
PER Processing / Traitement des RAP, 101 Colonel By Drive, Ottawa, Canada K1A 0K2
Scott.Harrald@forces.gc.ca
Téléphone I Telephone 819-997-9249
Télécopieur I Facsimile 819-994-4311
Gouvernement du Canada I Government of Canada

Link to CF Selection Board Documents

http://cmp-cpm.forces.mil.ca/dgmc/ss/sb-cs/index-eng.asp

Link to CFPAS information

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/index-eng.asp

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REGULAR FORCE LEGAL OFFRS SELECTION BOARD 2014: MAJ/LCDR to LCOL/CDR

(Name & Rank of Member Being Assessed)

SELECTION CRITERIA		Max Points	Allocated
PERFORMANCE – 60 points			
Performance (60)	Continuously and consistently exceptional best / mastered performance in a variety of complex and demanding roles.	**51-60**	
	Continuously outstanding mastered performance with occasional exceptionally best performance.	**40-50**	
	Generally well exceeding standard to mastered performance with periodic performance at the outstanding mastered level.	**20-39**	
POTENTIAL – 35 points			
Leadership (16)	Succeed at: • Leading complex legal challenges , **(3 points)** • Leading change, **(3 points)** • Leading vision, **(3 points)** • Situating legal advice within operational and policy context, **(4 points)** and • Demonstrating moral courage **(3 points).**	**16**	
Professional Development (5)	PG (Masters) – • LL.M. in an area of military law relevant to the Office of the JAG **(3 points)** • Masters degree in any other area – **(2 points)** • Continuous learning/self-improvement through education upgrading towards a LL.M. in an area of military law relevant to the Office of the JAG **(2 points)** • Any other continuous learning/self-improvement through education upgrading **(1 point)** • JCSP (or Equivalent) Completion **(3 points)**	**5**	
Experience in complex and challenging circumstances (7)	Experience: • In an OJAG directorate at NDHQ **(2 points)** • as a DJA, an RMP, a Defence Counsel or at CFMLC **(2 points)** • providing complex military legal advice or making decisions in complex and challenging circumstances. **(5 Pts).**	**7**	
Potential Ranking Score (7)	Up to 7 points for ranked PERs in the last 3 evaluations	**7**	

SECOND LANGUAGE SCORING – 5 points

Profile	Reading	Writing	Oral	
BBB	B	B	B	**5**
BAB	B	A	B	**4**
AAB	A	A	B	**3**
AAA	A	A	A	**2**
---A	-	-	A	**1**
No/any expired profile				**0**

TOTAL	**100**	

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DIVULGUE EN VERTU DE LAI - RENSEIGNEMENTS NON CLASSIFIES
DND - MDN

Link to list of personnel by Formation whose PER is not yet accounted for (in excel)

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/reports-rapports-eng.asp

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From: Weaver Maj EJ@JAG COS JAG@Ottawa-Hull
Sent: Sunday, 22, June, 2014 11:06 AM
To: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Subject: RE: DGMC ANNUAL SELECTION BOARD SCORING CRITERIA (SCRIT) GUIDANCE

Hi Scott:

1. I believe that my COS, DGMC and DMCSS spoke about our SCRITs earlier this year. My understanding is that DGMC and DMCSS were agreeable to us using last year's SCRITs for this year as well. Do you share this same understanding?

2.In the event that my understanding at point #1 is incorrect, we will provide a response to you. I note that I was omitted from the distribution of the draft guidance. Given this, I trust that you will be accomodating and flexible in the event that we are unable to meet your 27 June deadline?

3. You mention that you have distributed summaries and comments from board membership relating to SCRITs. I did not see these, so am I to assume that there were no comments or that they were provided directly to my COS?

Thank you,

Eric Weaver
Major
ACOS(Pers)
Office of the JAG
613-996-5530

From: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Sent: June 17, 2014 1:48 PM
To: Fortier Maj S@C Air Force D Air Pers Strat@Ottawa-Hull; Doucette Maj PM@CMP D Mil C@Ottawa-Hull; Munger Capt R@ADM(Mat) Logistics Branch Integrator@Ottawa-Hull; Day CWO RP@VCDS CF MP Gp HQ@Ottawa-Hull; Jorgensen CWO D@ADM(IM) CFEWC@Ottawa-Hull; 'Vivier CWO JRGM@CMP D Mil C@Ottawa-Hull'; Lacombe CWO JRL@CMP D Mil C@Ottawa-Hull; Lacroix Capt JPCD@C Army DLPM/G1@Ottawa-Hull; Halfkenny Cdr RD@C Navy@Ottawa-Hull; Gosselin LCol SR@CMP D H Svcs Pers@Ottawa-Hull; Picard Maj P@CMP DHH@Ottawa-Hull; Russell CWO JCG@@CADTC HQ@Kingston; Lillington LCol CD@C Army DLFR/G3@Ottawa-Hull; 'Cinq-Mars CWO JLY@CDI D Met Oc@Ottawa-Hull'; Ramessar Maj MD@ADM(Mat) DLEPS@Ottawa-Hull; Lipcsey Col MA@CMP D H Svcs Pers@Ottawa-Hull; Noonan LCol LE@CMP DGMP@Ottawa-Hull; Weaver Maj EJ@JAG COS JAG@Ottawa-Hull; Longpré CWO JWS@CMP D Mil C@Ottawa-Hull
Subject: DGMC ANNUAL SELECTION BOARD SCORING CRITERIA (SCRIT) GUIDANCE

Good Day,

Attached at the following link you will find the DGMC approved guidance for this year's boards. In terms of specific SCRIT direction, nothing has changed from the draft version that was disseminated in my email below, 20 May.

http://cmp-cpm.forces.mil.ca/dgmc/ss/sb-cs/docs/sb-sc-cn-cs-2015.pdf

The hard copy dist'n is commencing today as well.

Feel free to contact me with any questions / concerns.

Regards,

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DND - MDN

Scott Harrald
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Link to CF Selection Board Documents

http://cmp-cpm.forces.mil.ca/dgmc/ss/sb-cs/index-eng.asp

Link to CFPAS information

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/index-eng.asp

Link to list of personnel by Formation whose PER is not yet accounted for (in excel)

http://cmp-cpm.forces.mil.ca/dgmc/cfpas-sepfc/reports-rapports-eng.asp

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From: Harrald LCdr SR@CMP DMCSS@Ottawa-Hull
Sent: Tuesday, 20, May, 2014 11:22 AM
To: Fortier Maj S@C Air Force D Air Pers Strat@Ottawa-Hull; Doucette Maj PM@CMP D Mil C@Ottawa-Hull; Pucci Col RF@CMP CF H SVCS C Ottawa@Ottawa-Hull; Munger Capt R@ADM(Mat) Logistics Branch Integrator@Ottawa-Hull; Day CWO RP@VCDS CF MP Gp HQ@Ottawa-Hull; Jorgensen CWO D@CMP D MIL C@Ottawa-Hull; 'Vivier CWO JRGM@CMP D Mil C@Ottawa-Hull'; Lacombe CWO JRL@CMP D Mil C@Ottawa-Hull; Lacroix Capt JPCD@C Army DLPM/G1@Ottawa-Hull; Halfkenny Cdr RD@C Navy@Ottawa-Hull; Gosselin LCol SR@CMP D H Svcs Pers@Ottawa-Hull; Picard Maj P@CMP DHH@Ottawa-Hull; Russell CWO JCG@@CADTC HQ@Kingston; Lillington LCol CD@CMP D Mil C@Ottawa-Hull; 'Cinq-Mars CWO JLY@CDI D Met Oc@Ottawa-Hull'; Ramessar Maj MD@ADM(Mat) DLEPS@Ottawa-Hull
Subject: DRAFT - DGMC ANNUAL SELECTION BOARD SCORING CRITERIA (SCRIT) GUIDANCE

Good Day,

Some of you have already raised the question of this year's Annual Selection Board Scoring Criteria (SCRIT) Guidance and the lateness of DGMC's direction. It is anticipated that this document will be officially on the street by end-May. All this to say, in terms of the junior boards (i.e. boards for LS to MWO and Capt to LCol), nothing has changed from last year. Suffice to say, the recent changes to CFPAS and PER narrative requirements may impact how you may have worded some of your criteria for the scoring of Performance and Potential as it pertains to extracting information from the respective PER narratives. For most cases, it is expected that these CFPAS changes should be transparent to your SCRITs.

As most of you may recall, earlier this year I provided you summaries and comments from board membership related to your occupations SCRITs. These comments were intended only for your SA, review and consideration wrt your SCRITs for this year. These board comments were not vetted or edited, so some suggestions may have in fact been contrary to the Canadian Forces Selection Board Guidance Manual (CFSBGM). All this to say, should you feel the need to address some of the comments raised by last year's board membership - you will still need to ensure that your changes are compliant with the CFSBGM and DGMC's Selection Board Scoring Criteria Guidance. If you have questions - concerns, plse contact me.

Attached is a ***DRAFT*** copy of the pending Annual Selection Board Scoring Criteria (SCRIT) Guidance.

<< File: Review_Selection_Board_Scoring_Criteria_2014 v10_1-LTR HD_ACCEPT_DRAFT.doc >>

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