



## STAR ISLAND CORPORATION

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### **Pelican Hiring Selection Criteria**

The objective of the hiring process is to assemble a strong, cohesive, talented and diverse staff, capable of delivering the best possible services to conferees while operating, maintaining and improving the island's physical plant and natural environment. Within this context and consistent with the Corporation's mission and vision as a religious and educational not for profit organization, we seek individuals who will contribute to and enhance the overall health and vitality of the island community, and who will be especially safe, cooperative and respectful. We also look for individuals who can thrive in and contribute to the close working and living quarters of our remote setting. We seek to balance the benefits of staff longevity, for both Pels and the island, while insuring sufficient openings each year to permit the hiring of a substantial number of first-year Pelicans. Pels with specific technical skills or Pels in key supervisory positions may be hired for additional seasons to insure continuity of operational and technical skills need to run the conference center and island.

### **Selection Criteria**

While some criteria are more important than others, decisions are based on a holistic assessment of all the criteria as they apply to each individual. The following criteria are considered in assessing first-year applicants (not in rank order):

- Potential to participate in enriching, diversifying, and forming a healthy island-wide community.
- Ability to contribute to our mission of hospitality.
- Job related skills and experiences.
- Quality of references: Applications are not considered complete until we receive two completed reference forms from non-family members.
- Available dates and ability to fulfill all or most of the conference season.
- Independent living experience: Having lived away from home and having gained experience with independent living is a plus in the hiring process.
- We do not hire applicants under age 18 because of legal limitations on the use of certain kinds of equipment.
- Applicant's job preferences.
- Previous Star Island connection.
- Timely receipt of application and supporting materials: While late applications are considered, preference is generally given to applications which have been received by the due date.

**For Pelicans applying for a return season, we consider all of the above with the exception that we do not require references. In addition, the following unranked criteria are considered in assessing applications from experienced Pelicans:**

- Contributions to the Star Island community, including demonstrated ability to contribute to our mission of hospitality and participate in forming a healthy island-wide community.
- Past Pelican job performance.
- Adherence to previous contracted leaving dates.
- Demonstrated responsible behavior on and off the job.