

2026 ICM ST3 National Recruitment – Portfolio Global Rating Score

Global Rating Score	Scores
Portfolio score and evidence provided suggests candidate unappointable	0
Portfolio score and evidence provided suggests poor candidate who may be unappointable	1
Portfolio score and evidence provided suggests borderline candidate in several or many areas	2
Portfolio score and evidence provided suggests borderline candidate in one or two areas	3
Portfolio score and evidence provided suggests appointable candidate	4
Portfolio score and evidence provided suggests good candidate	5
Portfolio score and evidence provided suggests very good candidate	6
Portfolio score and evidence provided suggests excellent candidate	7
Portfolio score and evidence provided suggests outstanding candidate	8