**essentials versus desirables list**

Create a list of candidate requirements; those that are essential for consideration and success, and those that would add value to their potential employment within your business.

We have listed a few examples below:

|  |  |  |
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| **Criteria** | **Essentials** | **Desirables** |
| Qualifications | *NVQ 2 or equivalent. (Minimum 36 hours guided tutorial)* | *NVQ 3 / Electrical qualification or NVQ 4 / peel qualifications* |
| Skills / Competencies | *Excellent hands-on skills*  *Ability to create strong customer relationships*  *Confident retailer* | *Previous peels experience*  *Front desk experience*  *Counter experience*  *Experience with ‘xyz package* |
| Person Specification | *Passionate about skin care*  *Proactive & dynamic*  *Reliable*  *Outstanding communicator* | *Examples of self-directed study*  *Researched the brand/ business* |
| Previous Experience | *2 years in treatment room experience*  *Proven track record of retail ability* | *Dermalogica Certified status or above* |
| Other |  |  |

Additional considerations may include:

A valid UK driver’s license

Additional language

Cruise ship experience

Spa experience