**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:

|  |  |  |
| --- | --- | --- |
| **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