

The ACE Model

A Structured Approach to Culturally Aligned Hiring

The ACE model provides a clear framework that helps hiring managers navigate the interview process with structure and focus. It assesses a candidate's fit for both the role and the organisation across six key areas.




Agility

Can the candidate adapt quickly to change and new challenges? Agility reflects their ability to stay flexible and adjust in shifting environments.



Attitude

Does the candidate show positivity, resilience, and a growth mindset? Attitude indicates how they handle setbacks and approach success or failure.




Competence

Does the candidate have the skills, knowledge, and behaviours needed to excel in the role and meet high standards?



Capability

Is the candidate physically and logistically able to meet the role's demands, such as time and travel commitments?



Experience

How does the candidate's past experience prepare them for this role? Their CV should highlight relevant achievements and challenges they've handled.



Evidence

Can the candidate provide proof of their claims? Results, qualifications, and examples of achievements validate their performance.

