

**Task Force on the Modernization of the State
Personnel Management System
Meeting #4
October 3, 2023**



Reminders

- Meeting is being recorded
- Feedback Survey



Task Force Charge Topics for Review

- Improve the hiring process
 - Shorten length of time between stages, review selection requirements, streamline hiring
- Pursue proactive recruitment strategies
 - Allow continuous job postings
- Improve job attractiveness and applicant experience
 - Rewrite position titles and job descriptions
- Expand career ladders
 - Review entry-level pathways, registered apprenticeship opportunities
- Review job requirements
 - Focus on skills versus degrees

Task Force Considerations

Improve the Hiring Process

- Create service level agreements (SLAs)
 - Establish deadlines and hold agencies accountable to the hiring workflow
 - Support agencies and change the culture
- Engage applicants throughout the process
 - Improve applicant tracking and communication
- Expand use of referrals and job matching
 - Consider the development of a “common application process”; recycle/refer candidates to other best fit opportunities across State agencies
- Consider implementing a “hire now process”
 - Allow faster application review while maintaining banding framework; continuous scoring, etc.
- Dedicate staff to the recruitment process
 - Require more ownership over the process



Remaining Topics for Future Meetings

- Today's Meeting – Improve job attractiveness and applicant experience
- Next Meeting – Recruitment Strategies
- Pending Topics: Expand career ladders; review job requirements



Applicant Experience with the Online Employment Center (OEC) and Hiring Process

**G. Mark Townend
Director, Recruitment and Examination Division
Office of Personnel Services and Benefits
Department of Budget and Management**

October 3, 2023



Live View of Candidate Experience in the Online Employment Center

Live walkthrough of a JobAps account
and applicant's Personal Status Board.



Recap of Identified Issues

- There is a system notice sent on application submission, all other notifications are generated by HR
- The final required contact is a notice of test results (rated score) which could show a person as “Best Qualified” but lead to no other contact
- Agencies don’t always update recruitment information
- There is no requirement to notify applicants that a recruitment has concluded
- If information is updated, the current average 120-day time to hire may give the appearance of no activity.
- The State’s referral system is limited to list sharing, how do we find jobs for applicants now?
- Applicants are eligible on a list for a minimum of 1 year and can be extended as needed, how do we make use of eligible applicants for other positions?



Closing

- Approval of September 19th meeting minutes
- Discussion of possible additional meeting
 - Survey will be sent for availability
- Next meeting – October 17th
 - Meeting Topic: Recruitment Strategies

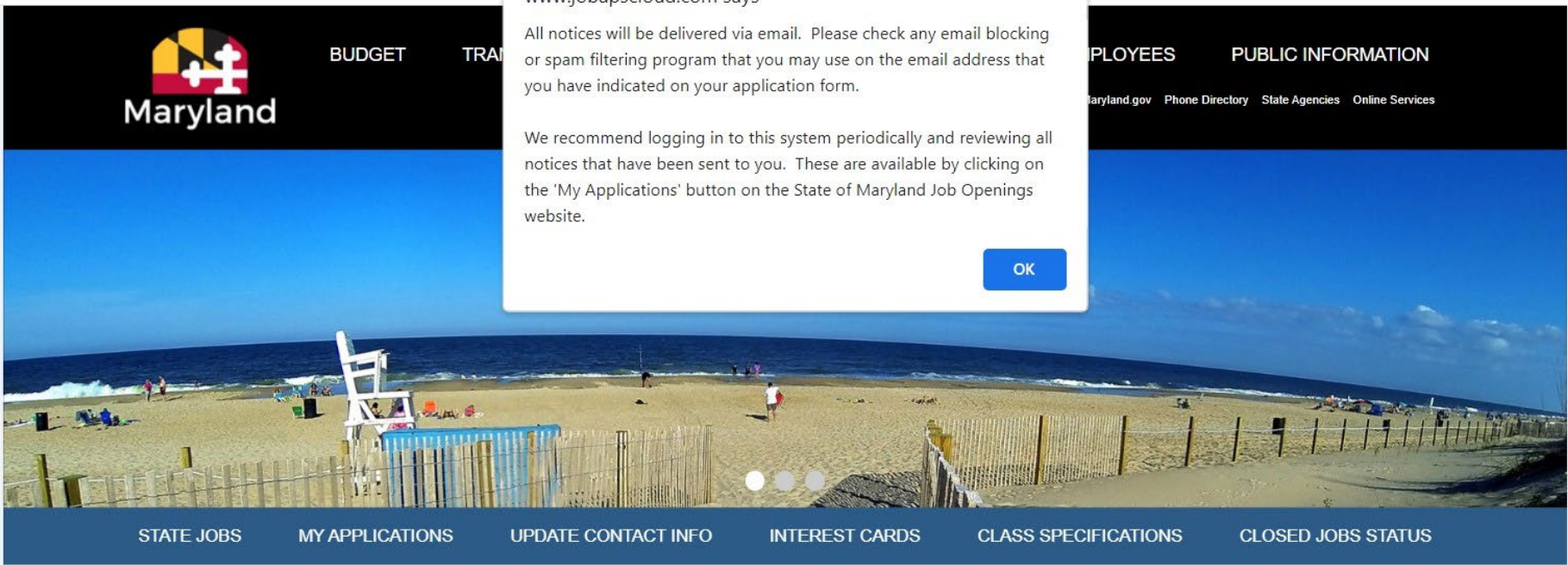


Back-up Slides of Presentation

Attached as reference are slides of the walkthrough presentation



View of the Online Employment Center



BUDGET

TRANSPORTATION

EMPLOYEES

PUBLIC INFORMATION

Maryland.gov Phone Directory State Agencies Online Services

STATE JOBS

MY APPLICATIONS

UPDATE CONTACT INFO

INTEREST CARDS

CLASS SPECIFICATIONS

CLOSED JOBS STATUS

Confirmation of Application Template Submission

Dear Rebecca Hardy,

Thank you for submitting your application template. The date and time of the submission is **9/28/2023 8:21:54 AM**.

Please be aware, you have created an Application Template, ***but have not applied for an actual position***. This template can be used to copy from when applying to one or more positions that appear on the State's Job Seeker's page.

To apply for a position with the State of Maryland, go to the State's Job Seeker's webpage at www.jobapscloud.com/md. On the Job Seeker's webpage, select a job, review the job announcement and follow the instructions for applying to that position. Please note, a separate application is required to be submitted for each position.

If you have any questions please feel free to contact the State of Maryland's Recruitment and Examination Division at (410) 767-4850.

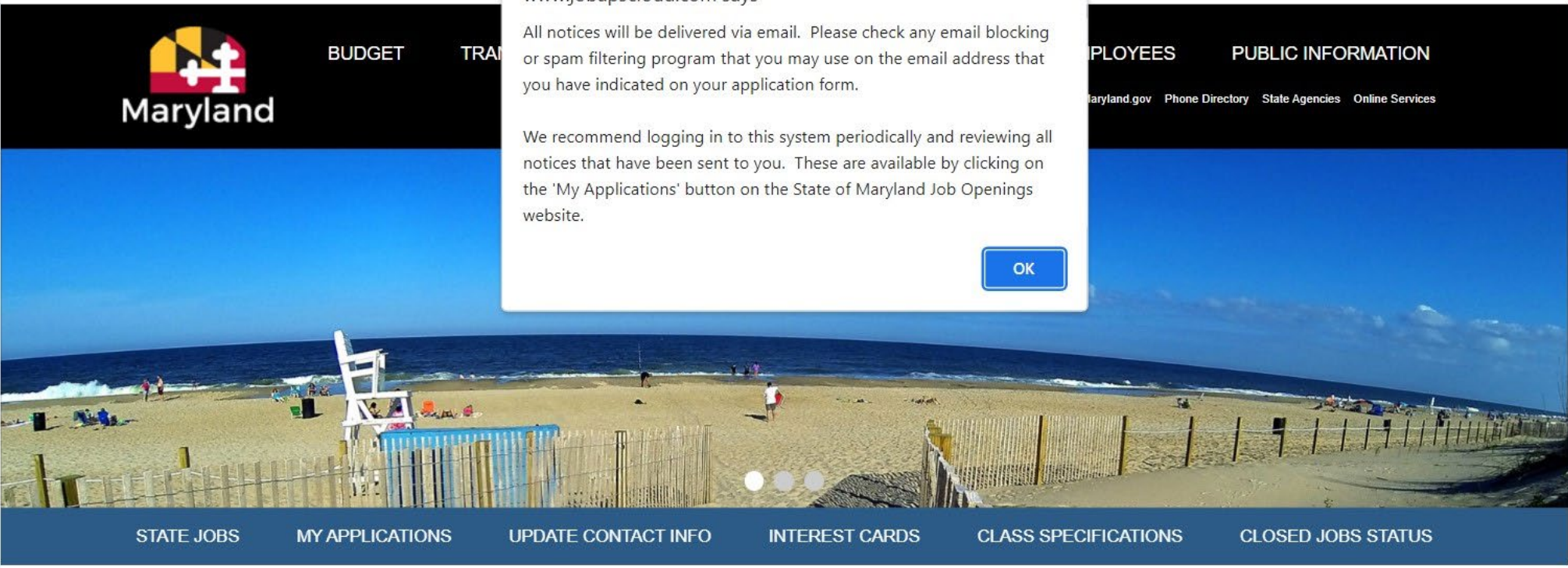
Return to State of Maryland Job Openings

www.jobapscloud.com says

All notices will be delivered via email. Please check any email blocking or spam filtering program that you may use on the email address that you have indicated on your application form.

We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK



www.jobapscloud.com says

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OK

STATE JOBS MY APPLICATIONS UPDATE CONTACT INFO INTEREST CARDS CLASS SPECIFICATIONS CLOSED JOBS STATUS

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for OFFICE SECRETARY III #23-001362-0009.

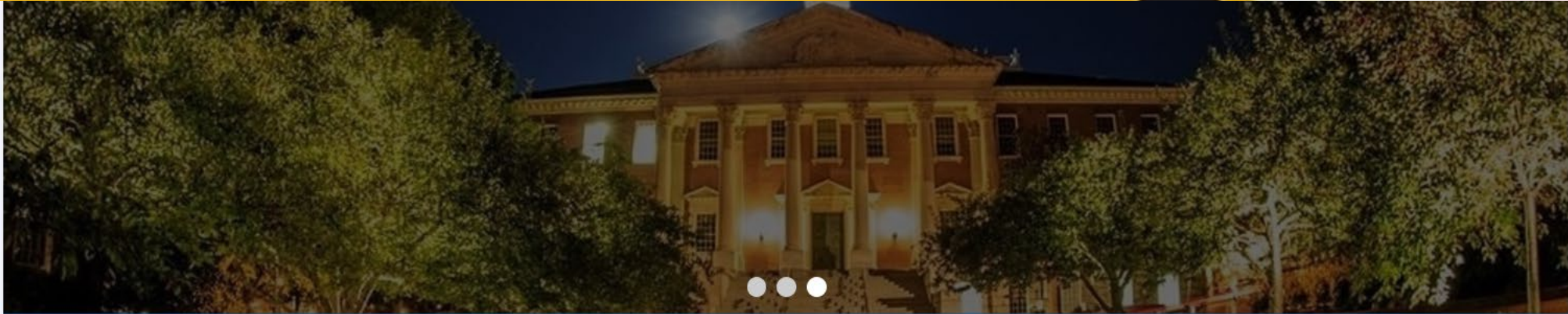
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 8:34:38 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can [add](#) of your previous applications into a new application

[STATE JOBS](#)[MY APPLICATIONS](#)[UPDATE CONTACT INFO](#)[INTEREST CARDS](#)[CLASS SPECIFICATIONS](#)[CLOSED JOBS STATUS](#)

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for Seasonal Gunpowder Falls State Park *REPOST* #21-002292-0040.

This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 10:18:09 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as application.help@maryland.gov. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

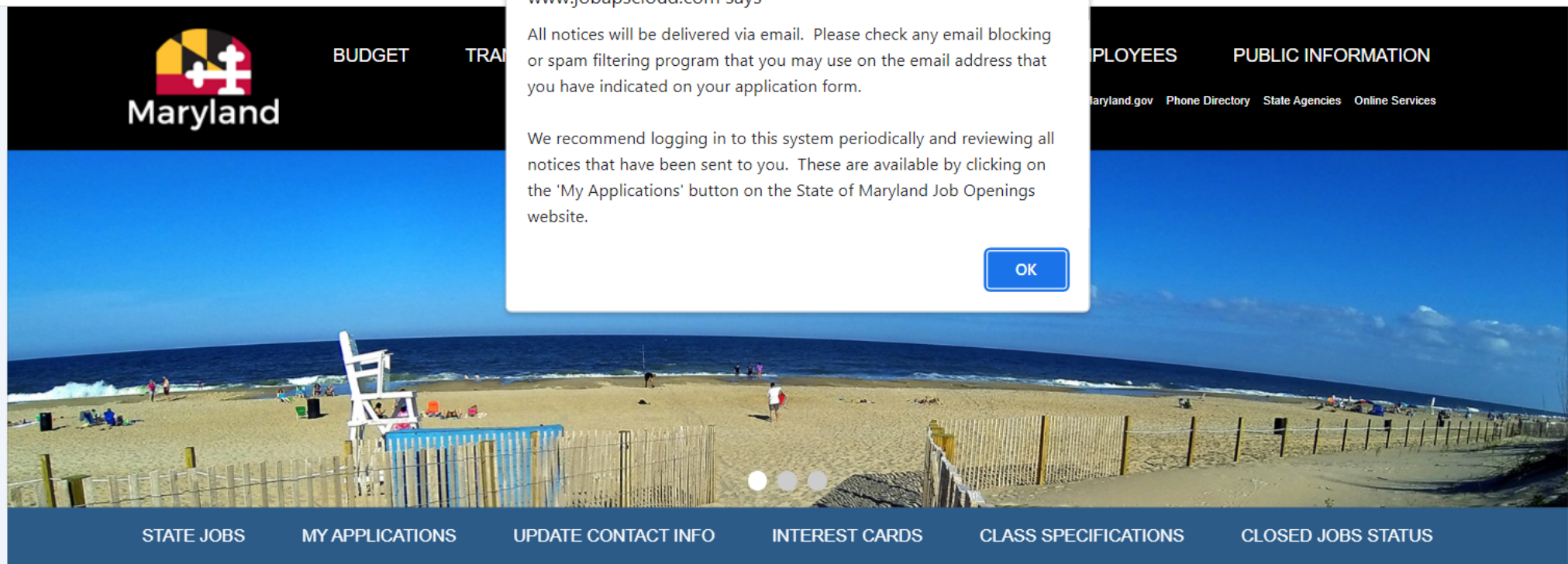
If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application.

If you have any questions regarding the application and selection process, please contact us at (410) 767-4850 or e-mail us at Application.Help@maryland.gov .

Thank you, again, for your application.

State of Maryland

[Return to State of Maryland Job Openings](#)



www.jobapscloud.com says

All notices will be delivered via email. Please check any email blocking or spam filtering program that you may use on the email address that you have indicated on your application form.

We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for OFFICE SECRETARY III #22-001362-0115.

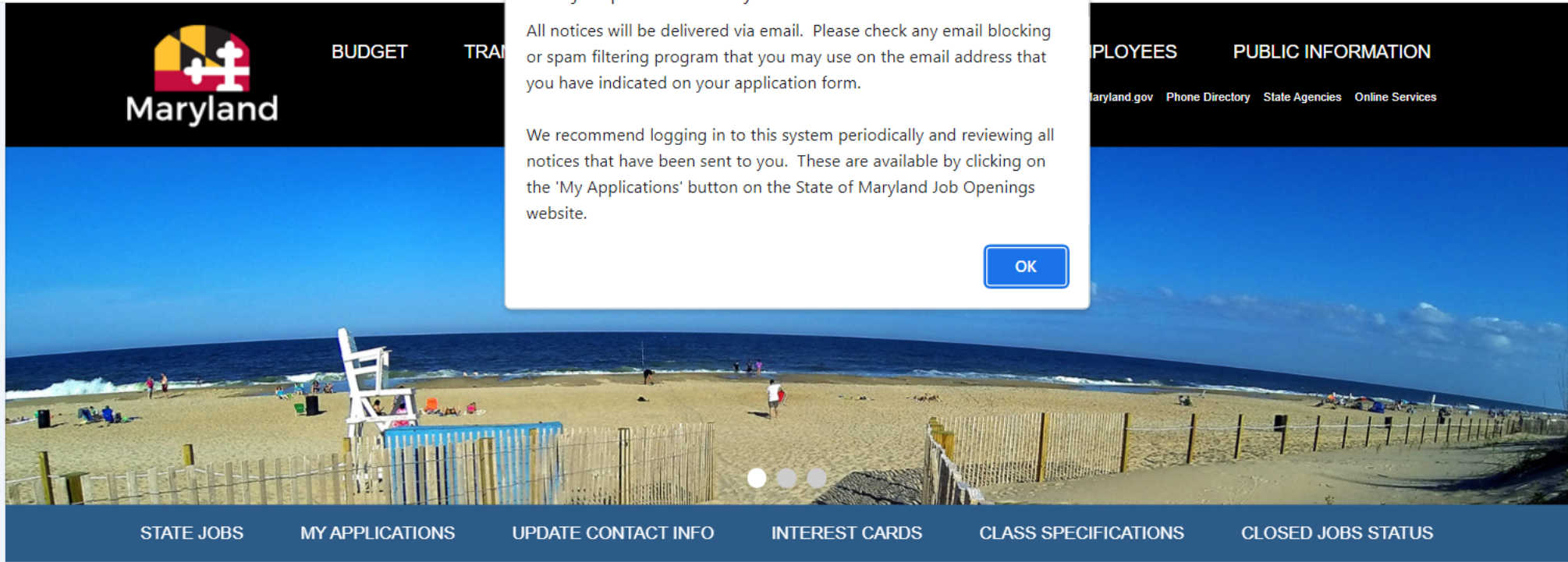
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 8:48:34 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application.



www.jobapscloud.com says

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We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for DJS RESIDENT ADVISOR TRAINEE #22-002599-0019.

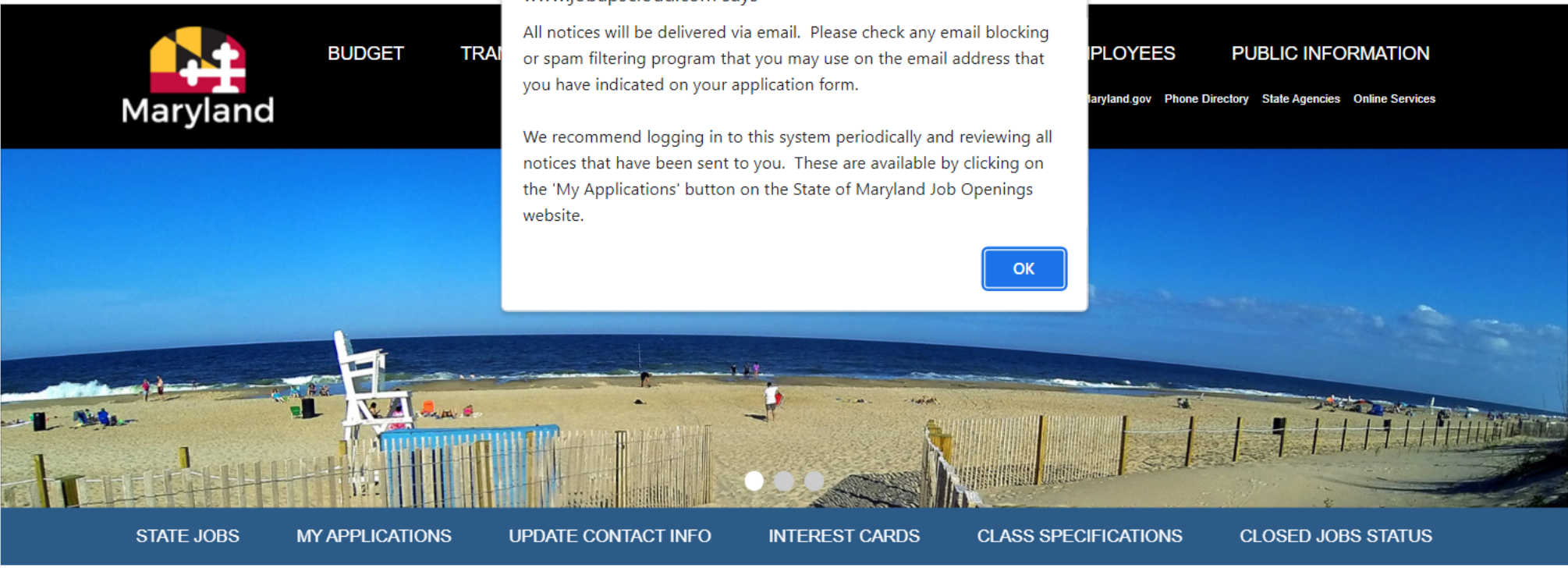
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 9:05:19 AM**. The filing deadline for this job is **Friday, September 29, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

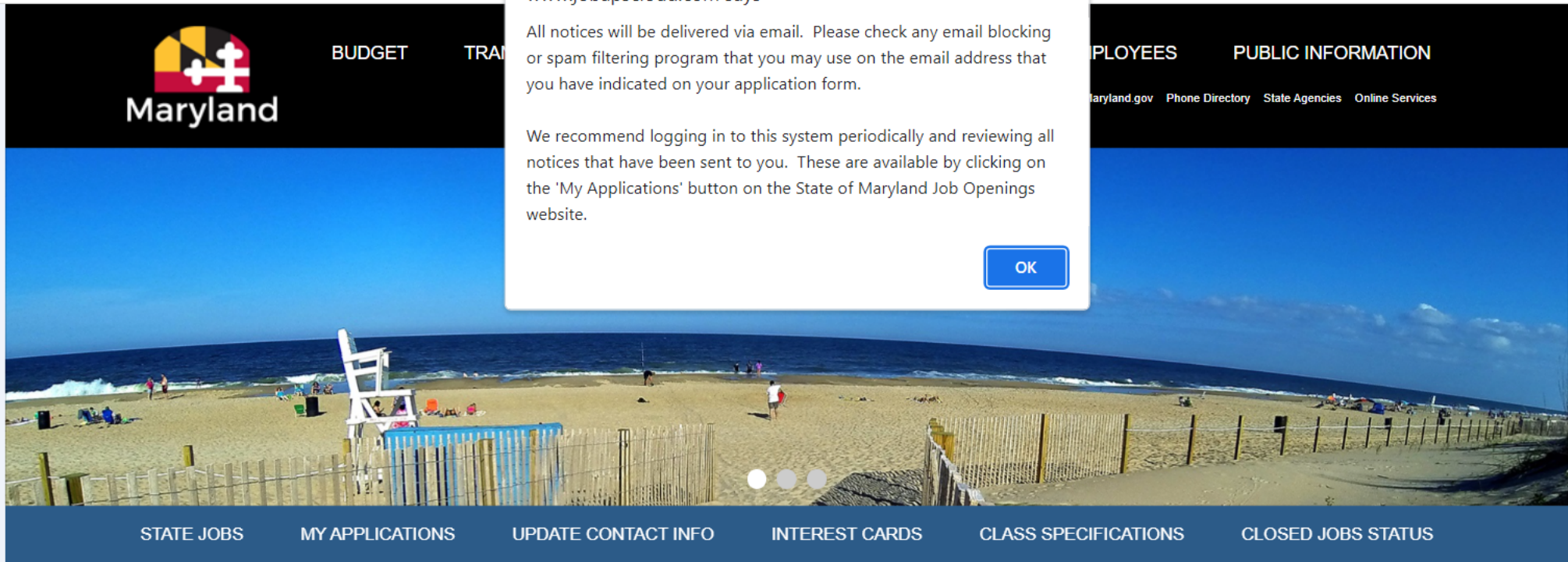
If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application



www.jobapscloud.com says
All notices will be delivered via email. Please check any email blocking or spam filtering program that you may use on the email address that you have indicated on your application form.
We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.
OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,
Thank you for your employment application for OFFICE SECRETARY III #23-001362-0009.
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 8:34:38 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.
As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .
You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).
If you want to review your application at any time, please [click here](#) to log in again.
If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can [transfer](#) of your previous applications into a new application.



The header features the Maryland state logo on the left. To its right are the words 'BUDGET' and 'TRANSPORTATION'. Further right are 'EMPLOYEES' and 'PUBLIC INFORMATION'. Below these are links for 'Maryland.gov', 'Phone Directory', 'State Agencies', and 'Online Services'. A dark blue navigation bar at the bottom of the header contains the following menu items: 'STATE JOBS', 'MY APPLICATIONS', 'UPDATE CONTACT INFO', 'INTEREST CARDS', 'CLASS SPECIFICATIONS', and 'CLOSED JOBS STATUS'.

www.jobapscloud.com says

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We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for OFFICE SERVICES CLERK #23-001376-0002.

This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 9:29:31 AM**. The filing deadline for this job is **Thursday, September 28, 2023 09:30:00 AM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application.

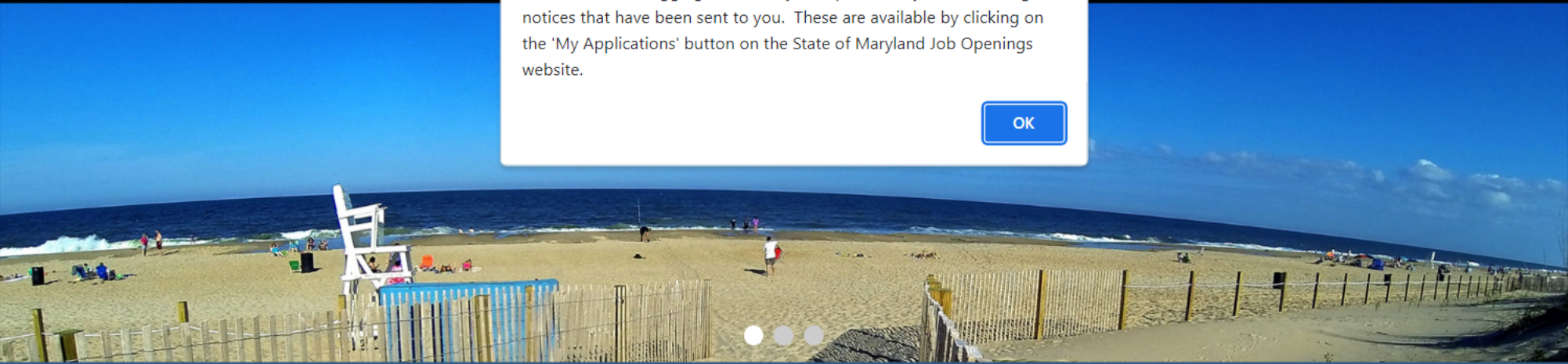


www.jobapscloud.com says

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We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK



Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for CIVIL RIGHTS OFFICER I #23-001741-0004.

This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 10:07:45 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can



BUDGET

TRANSPARENCY

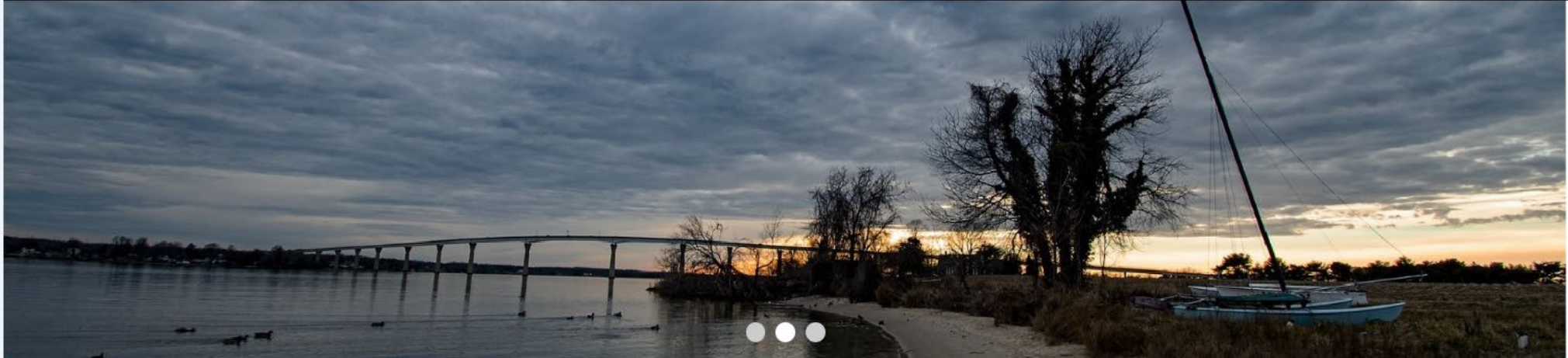
CONTRACTS

STATE JOBS

STATE EMPLOYEES

PUBLIC INFORMATION

[Maryland.gov](#) [Phone Directory](#) [State Agencies](#) [Online Services](#)



STATE JOBS

MY APPLICATIONS

UPDATE CONTACT INFO

INTEREST CARDS

CLASS SPECIFICATIONS

CLOSED JOBS STATUS

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for State Park Ranger I #23-002139-0003.

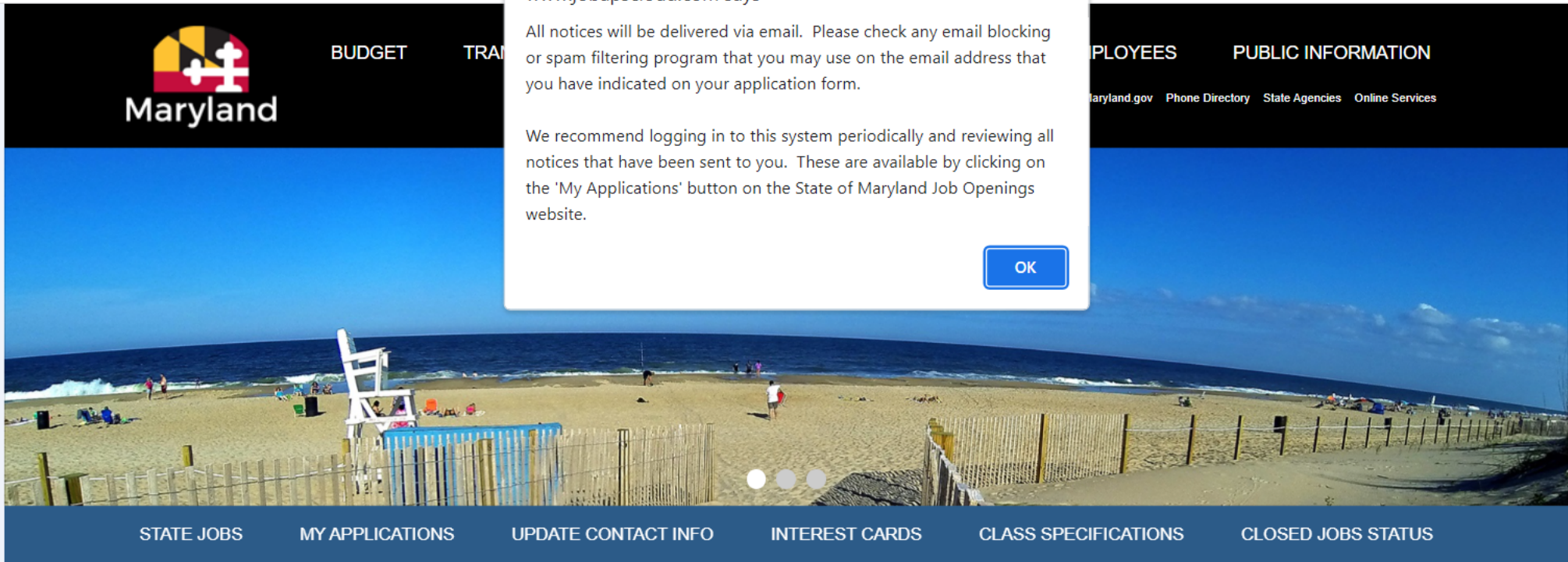
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 10:32:20 AM**. The filing deadline for this job is **Thursday, September 28, 2023 11:59:00 PM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

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www.jobapscloud.com says

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We recommend logging in to this system periodically and reviewing all notices that have been sent to you. These are available by clicking on the 'My Applications' button on the State of Maryland Job Openings website.

OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for ****REPOST **DJS RESIDENT ADVISOR SUPERVISOR #23-002609-0002**.

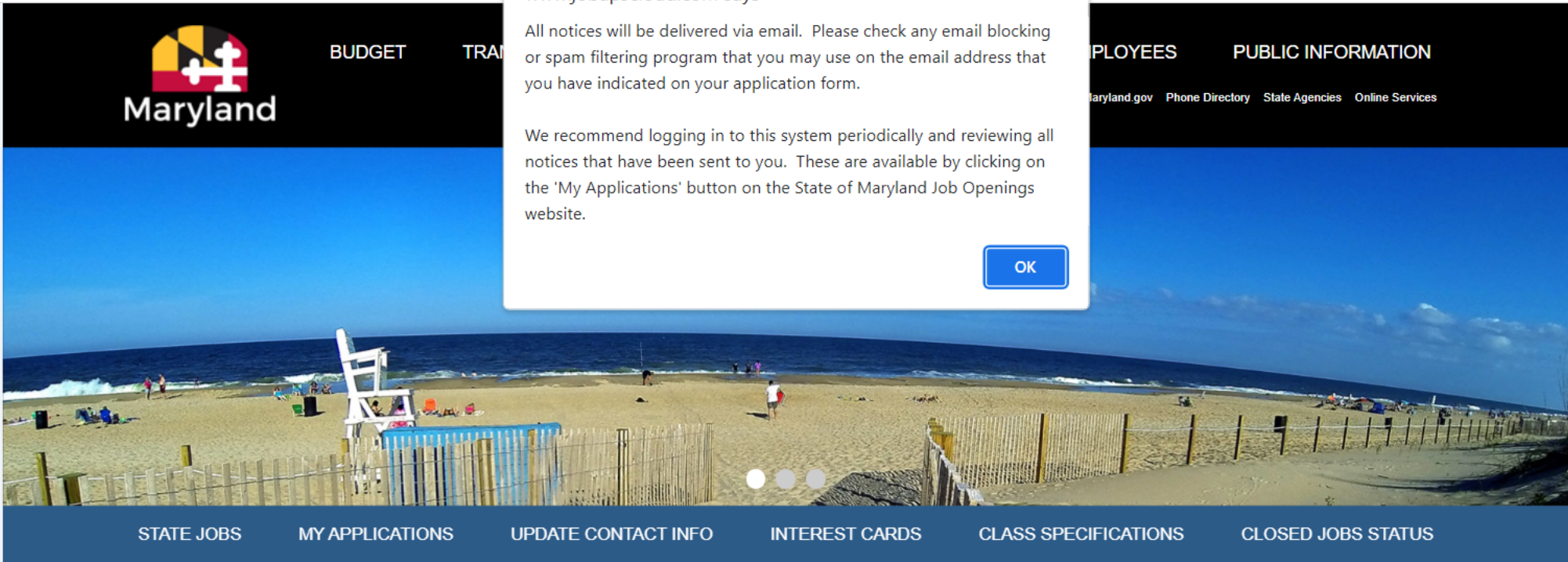
This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 9:16:22 AM**. The filing deadline for this job is **Thursday, September 28, 2023 09:17:00 AM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application.



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OK

Confirmation of Employment Application Submission

Dear Rebecca Hardy,

Thank you for your employment application for BUILDING SECURITY OFFICER TRAINEE #23-004022-0001.

This notice is to confirm that your application has been submitted on time to the State of Maryland. The date and time of submission are **9/28/2023 9:58:40 AM**. The filing deadline for this job is **Thursday, September 28, 2023 10:00:00 AM**.

As a way to verify your e-mail address, we will send you an e-mail notice reconfirming receipt of your application. If you do not receive an e-mail from us in the next day, please contact us at: Application.Help@maryland.gov .

You have entered your e-mail address as **application.help@maryland.gov**. If this is not correct, please [click here to update your contact information](#).

If you want to review your application at any time, please [click here](#) to log in again.

If you want to submit an application for another job, please [return to State of Maryland Job Openings](#) and click on the job for which you wish to apply. If you choose to apply online, you can use your existing registration and copy data from one of your previous applications into a new application.



Notifications

Automated Response Template App is Created

Application Template Employment Application Received Σ Inbox x

D

Application.Help@maryland.gov

to me ▾

8:21AM (1



Thursday, September 28, 2023

Thank you for submitting your application template to the State of Maryland. **Please note the application template is not an application for a job opening.**

The template is intended to keep all of your qualifications updated, so that whenever a position of interest to you appears on the job listing page, you can copy this information into a new employment application for that job.

If you would like to apply for a specific job, please visit the [State of Maryland Online Employment Center](#) to review open jobs and create and submit an application.

Thank you for your interest in employment with the State of Maryland.

application.help@maryland.gov

Automated Response Application Received



Application.Help@maryland.gov

to me ▾

 dept logo

8:34 AM (0 minutes ago)



Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-001362-0009 for the 001362 OFFICE SECRETARY III position with the DJS Educational Operations Agency on 9/28/2023 8:34:38 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).

Like us on Facebook: 

Follow us on Twitter: 

Another Candidate was Selected

Notice of Recruitment: 23-001362-0009 ↳ Inbox x




8:38 AM (0 minutes ago)



leah.lastner@maryland.gov

to me ▾

 dept logo

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014-

Dear Applicant:

Thank you for your interest in the OFFICE SECRETARY III position with the DJS Educational Operations. Unfortunately, another candidate was offered the position and has accepted.

Although you were not selected for further consideration in this process, we encourage you to consider future positions with the State as they become available. You can visit our website for a list of current openings at [Online Employment Center](#).

Thank you again for your interest in employment with the State of Maryland.

Sincerely,

Laurita Lesperance
HR Officer
laurita.lesperance1@maryland.gov

← Reply

→ Forward

Automated Response Application Received

Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 22-001362-0115 for the 001362 OFFICE SECRETARY III position with the MDH Clifton T. Perkins Hospital Center Agency on 9/28/2023 8:48:34 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).

Like us on Facebook: 

Follow us on Twitter: 



Register Created (List of Less than 10) No Banding

Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY:

RE: NOTICE OF REGISTER
RECRUITMENT FOR: OFFICE SECRETARY III
CLASS: 22-001362-0115

Your application for the recruitment for the position of OFFICE SECRETARY III (22-001362-0115) has been received and reviewed.

As a result of this recruitment, and based on the provided qualifications and credentials, your name has been placed on our register (eligible list) as one who has met minimum qualifications for this position or classification. Due to number of applicants for this job, all qualified applicants are placed on an unranked register. There is no score band for this announcement.

Your name will remain active on this register until . During this period, you will be eligible for consideration for positions within this classification. If selected to be interviewed, the agency that is hiring in this job classification will be contacting candidates directly.

The resulting register for this recruitment may be used for similar positions in this or other State agencies.

Thank you once again for your interest in employment with the State of Maryland. If you have any additional questions, you may contact this office at (410) 767-4923.

Sincerely,

Automated Response Application Received



**Maryland Department
of Juvenile Services**
Office of Human Resources
One Center Plaza
120 W. Fayette Street
Baltimore, MD 21201
410-230-3454



Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 22-002599-0019 for the 002599 DJS RESIDENT ADVISOR TRAINEE position with the DJS Facility Operations Agency on 9/28/2023 9:05:19 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).



Streamlined Selection List No Band Score

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014-

RE: NOTICE OF CANDIDATE STANDING

Based on your qualifications you have been placed on a streamlined list of eligible candidates for the DJS RESIDENT ADVISOR TRAINEE 22-002599-0019 position. All qualified applicants are placed on an unranked eligible list which contains no score bands.

Your name will remain active on this list until . If selected for an interview you will be contacted directly.

The resulting certified eligible list for this recruitment may be used for similar positions in this or other State agencies.

Please ensure that the email address in your JobAps profile is kept up-to-date, as this will be the main method used to contact you concerning this recruitment.

Thank you for your interest in employment with the State of Maryland.

application.help@maryland.gov



Automated Response Application Received

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-002609-0002 for the 002609 **REPOST **DJS RESIDENT ADVISOR SUPERVISOR position with the DJS Western Md Children's Ctr Agency on 9/28/2023 9:16:22 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).



Register Created No Band Score

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY:

RE: NOTICE OF REGISTER
RECRUITMENT FOR: **REPOST **DJS RESIDENT ADVISOR SUPERVISOR
CLASS: 23-002609-0002

Your application for the recruitment for the position of **REPOST **DJS RESIDENT ADVISOR SUPERVISOR (23-002609-0002) has been received and reviewed.

As a result of this recruitment, and based on the provided qualifications and credentials, your name has been placed on our register (eligible list) as one who has met minimum qualifications for this position or classification. Due to number of applicants for this job, all qualified applicants are placed on an unranked register. There is no score band for this announcement.

Your name will remain active on this register until . During this period, you will be eligible for consideration for positions within this classification. If selected to be interviewed, the agency that is hiring in this job classification will be contacting candidates directly.

The resulting register for this recruitment may be used for similar positions in this or other State agencies.

Thank you once again for your interest in employment with the State of Maryland. If you have any additional questions, you may contact this office at (410) 767-4906.

Sincerely,



Another Candidate was Selected

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014-

Dear REBECCA HARDY:

Thank you for participating in the interview process with the DJS Western Md Children's Ctr for the position of 002609 **REPOST **DJS RESIDENT ADVISOR SUPERVISOR. Although your credentials are impressive, after an extensive competitive selection process, you were not selected to fill this position.

We appreciate your interest in employment with the State of Maryland and we hope that you will consider other opportunities with us in the future.

You can find our open positions and other State recruitments at [Online Employment Center](#).

We wish you well in your employment endeavors.

Sincerely,

Not Qualified

Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY:

Thank you for applying for the OFFICE SERVICES CLERK (23-001376-0002) position. Your application was carefully evaluated against the qualifications for this recruitment, as outlined in the job announcement. We regret to inform you that our evaluation indicated that you do not appear to meet one or more of the required qualifications for the reason(s) listed below:

Experience

Any information used to determine your eligibility must have been received with your application materials for this recruitment.

Although you were not selected for further consideration in this process, we encourage you to consider future positions as they become available. You can visit our website for a listing of current openings at the [Online Employment Center](#).

If you have any questions, please contact at as soon as possible.

Thank you again for your interest in employment with the State of Maryland.

Automated Response Application Received



Department of Natural Resources

580 Taylor Avenue
Annapolis, MD 21401
410 260-8367



Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-004551-0002 for the 004551 ACCOUNTANT SUPERVISOR I position with the DNR - Finance and Administrative Service Agency on 3/8/2023 12:00:00 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).



Automated Response Application Received

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-004022-0001 for the 004022 BUILDING SECURITY OFFICER TRAINEE position with the DJS Community Operations Region 8 Agency on 9/28/2023 9:58:40 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).



Automated Response Application Received

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-001741-0004 for the 001741 CIVIL RIGHTS OFFICER I position with the Commission on Civil Rights Agency on 9/28/2023 10:07:45 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Automated Response Application Received

Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 21-002292-0040 for the 002292 Seasonal Gunpowder Falls State Park *REPOST* position with the DNR - Maryland Park Service - State Wide Operation Agency on 9/28/2023 10:18:09 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).

Automated Response Application Received

Wes Moore
Governor

Aruna Miller
Lt. Governor

Thursday, September 28, 2023

REBECCA HARDY
123 MAIN ST.
BEL AIR, MD 21014

Dear REBECCA HARDY,

Thank you for applying for Recruitment Number 23-002139-0003 for the 002139 State Park Ranger I position with the DNR - Maryland Park Service - State Wide Operation Agency on 9/28/2023 10:32:20 AM. Your application will be evaluated against the qualifications established for the position. After the approval process has been completed, you will be contacted concerning the status of your application.

If you want to review your application or submit an application for another job, please return to the [Online Employment Center](#). If you need to update your e-mail address, mailing address, phone number, or other contact information, you may do this by returning to the Online Employment Center and clicking on the "Update Contact Info" button.

If you have any questions regarding the application and selection process, please contact us at Application.Help@maryland.gov. Thank you again for your application and for your interest in employment with the State of Maryland.

Please take a moment to respond to a short survey about employment with Maryland State government. You can find the survey by clicking: [Respond to our survey](#).





Qualified No Band Score

RE: NOTICE OF REFERRAL
RECRUITMENT FOR: State Park Ranger I
CLASS: 23-002139-0003

Dear REBECCA HARDY:

Your application for the position of State Park Ranger I (23-002139-0003) has been received and reviewed.

As a result of this recruitment, and based on the provided qualifications and credentials, your name has been placed on a list of qualified candidates as one who has met minimum qualifications. Due to nature of this position, all qualified applicants are placed on an unranked list of candidates. There are no score bands for this list.

Your name will remain active on this list until . During this period, applicants whose qualifications and background most closely match the requirements for future vacancies of this position may be invited to an interview. If you are not invited for an interview, this will be the only notification you will receive.

Thank you once again for your interest in employment with the State of Maryland. If you have any additional questions, you may contact this office at (410) 260-8785.

Sincerely,