

WAC 357-46-045 How do employers establish competency and other position requirements? In establishing competency and other position requirements, employers may use any of the following documented criteria:

- (1) Licensing/certification requirements;
- (2) Position description;
- (3) Class specification;
- (4) Information technology professional structure evaluator's handbook;
- (5) Skills/competencies listed on the position's most recent recruitment announcement or the last announcement used to fill the position;
- (6) Bona fide occupational requirement(s) approved by the Washington human rights commission; or
- (7) Additional documented competencies or requirements not reflected in the position description.

[Statutory Authority: Chapter 41.06 RCW and RCW 41.06.150. WSR 19-11-134, § 357-46-045, filed 5/22/19, effective 7/1/19. Statutory Authority: Chapter 41.06 RCW. WSR 04-18-114, § 357-46-045, filed 9/1/04, effective 7/1/05.]