**Section 302.10 Competitive Selection**

The Director shall determine the relative fitness of applicants and implement a competitive selection process for State employment. Competitive selection may include an evaluation of such factors as education, experience, training, capacity, knowledge, manual dexterity, character, and physical fitness. Tests shall be job related and may be written, oral, physical demonstration of skill, an evaluation of physical or manual fitness, or an evaluation of training and experience, or an equivalent evaluation process. Applicants shall not be questioned with respect to non-merit matters except as is necessary to meet the requirements of law or State procedures.

(Source: Amended at 48 Ill. Reg. 11318, effective July 16, 2024)