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| Recruitment (assessment) |
| This part needs to be based on the material from job description and announcements. Recruitment methodology needed for 3 positions followed by the “selection (K, S, A, Ex) tables”  |
|  | **Knowledge** | **Skills & Abilities** | **Experience** | **Personality** |  |
| Reg. Worker |  |  |  |  | **100** |
| Specialist |  |  |  |  | **100** |
| Manager |  |  |  |  | **100** |
|  |
| Job title: | **Regular worker** | **Specialist**  | **Manager** |
| Qualifications assessment |
| *Knowledge* | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. |
| *S&A* | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. |
| *Experience* | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. |
| *Personality* | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. | 1.2.3.4.5.6.7. |
| Commentary: |

Contribution: #1: #2 #3: #4: #5:

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| Job evaluation |
| 3 questionnaires (tables) needed to be put here followed by the prioritization of the criteria (Efficiency criteria, Qualification criteria, Behavioral criteria, Personal criteria) |
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|  | **Efficiency** | **Qualification** | **Behavioral** | **Personal** |
| Regular “A” |  |  |  |  |
| Specialist “B” |  |  |  |  |
| Manager “C” |  |  |  |  |
| Sum | **100%** | **100%** | **100%** | **100%** |
| Explanation of criteria ranking for position “A” |
| Explanation of criteria ranking for position “B” |
| Explanation of criteria ranking for position “C” |
| General commentary |

Contribution: #1: #2 #3: #4: #5:

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