

JOB STATEMENT

“To find best fit candidates who match required criteria and shared similar working culture with the teams and direct line-manager”

FUNCTIONAL OUTCOME

- **Minimize** the likelihood that the **interview process** will turn into a **waste of company's resources**
- **Minimize** the likelihood that the candidates will **drop out during the interview process**
- **Maximize** the likelihood that the **team will have best fit new hire** to fill in the position
- **Maximize** the likelihood that the **new hire will success** in the probation period

EMOTIONAL OUTCOME

- **Minimize** the likelihood that the **interview process** will turn into a **waste of interviewer's time**
- **Maximize** the feeling of **compatible working style**
- **Maximize** the likelihood of **working satisfaction** that will increase team's **performance**

SOCIAL OUTCOME

- **Minimize** the **time** it takes for new hire to **adjust to the team**
- **Maximize** the likelihood that the team and new hire will **get along together in the long run**
- **Minimize** the likelihood of working culture & belief **conflict in workplace**