

CONFIDENTIAL BACKGROUND  
SCREENING REPORT



Candidate's Name	Grace Christian Marandu
SOW NO.	3914
Screening Package	INDIVIDUAL PACKAGE

Report Status	Final Report
Position Hired	ERMAFRICA
Reference NO.	ERMAFRICA- RQ-165571244470500



IDENTITY

DESCRIPTION	DETAILS VERIFIED
Candidate Names	
Identity No.	
Date of Birth	
Gender	

COMMENTS

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## EDUCATION

DESCRIPTION		DETAILS PROVIDED	DETAILS VERIFIED	MATCH	NO MATCH
HIGHEST EDUCATION	Institution Name	ARDHI UNIVERSITY	ARDHI UNIVERSITY	✓	
	Years	7 DECEMBER 2019	07/December/2019	✓	
	Course	MASTER OF SCIENCE	MASTER OF SCIENCE	✓	
	Specialization	ENVIRONMENTAL TECHNOLOGY AND MANAGEMENT	ENVIRONMENTAL TECHNOLOGY AND MANAGEMENT	✓	
	Awards	N/A	N/A	✓	

## COMMENTS

E.T. Mwangomango, for the Deputy Vice Chancellor – ARC, confirmed that Grace Christian Marandu was a student in the School of Engineering and Environmental Studies (SEES). She successfully completed her Master of Science in Environmental Technology and Management and graduated on 7<sup>th</sup> December, 2019. She was issued with a Certificate No. MSETM 000075. The copy of certificate provided is genuine as confirmed on 20<sup>th</sup> July 2022.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
TANZANIA SGR PROJECT LOT 2	Organization	TANZANIA SGR PROJECT LOT 2	Organization	TANZANIA SGR PROJECT LOT 2	✓	
	Years	4 YEARS	Years	4 YEARS	✓	
	Position	SOCIAL LEAD	Position	SOCIAL LEAD	✓	
	Reason for Leaving	N/A	Reason for Leaving	N/A	✓	

COMMENTS

REFEREE – MAISORY CHACHA.

Relationship with the candidate

- ✓ Chacha was a professional colleague to Grace.
- ✓ He had worked with her on environmental and social impact assessment assignments.

Duration of having known and worked with the candidate

- ✓ 4 years.

Whether you have worked with the candidate & their key objectives and responsibilities

- ✓ Chacha confirmed to have worked with Grace.
- ✓ The candidate worked as Chacha’s assistant on four assignments.
- ✓ She served as an environmental specialist.
- ✓ She fulfilled her assigned tasks properly, observed the assigned deadlines and provided excellent input on assignment requirements.

Based on the experience with this the candidate, kindly rate the below traits as observed in them (below average, average, above average)

- ✓ Reliability – Above Average.
- ✓ Creativity & Innovativeness – Above Average.
- ✓ Professionalism – Above Average.
- ✓ Accountability – Above Average.

Areas of development related to their performance plan

- ✓ Report writing – The candidate prepared good reports; however, she needs to invest time to improve her report writing skills further.
- ✓ Chacha believed if she is provided with many assignments that demand her report delivery she would improve further.

Candidate’s strengths

- ✓ Time management
- ✓ Organized
- ✓ Commitment to assigned tasks
- ✓ Professional
- ✓ Good interpersonal skills.

Description of your opinion on the candidate's character and interpersonal skills

- ✓ The candidate posed excellent interpersonal skills – she was humble and engaging.
- ✓ She could easily interact with diverse stakeholders either community members or technical teams.
- ✓ She could handle her body language very well not letting any discontent affect how others perceived her or the content she was about to deliver.

Consideration for rehire

- ✓ Chacha would definitely rehire Grace.
- ✓ The candidate had excellent interpersonal skills which made her a good team member.
- ✓ She followed through with her assigned tasks, asked whenever in doubt and was ready to commit her time and energy to an assignment. This was a very important trait when an employee was required to go an extra mile to fulfil Company’s goals.

General opinion

- ✓ The candidate should be afforded more opportunities to handle several assignments on her own. This would improve her project management and report writing experience.

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EMPLOYMENT

DESCRIPTION	DETAILS PROVIDED		DETAILS VERIFIED		MATCH	NO MATCH
NICHOLAS O'DWYER & CO. LTD WITH APPEX ENGINEERING	Organization	NICHOLAS O'DWYER & CO. LTD WITH APPEX ENGINEERING	Organization	NICHOLAS O'DWYER & CO. LTD WITH APPEX ENGINEERING	✓	
	Years	2018 - 2019	Years	2018 - 2019	✓	
	Position	SENIOR ENVIRONMENTAL AND SOCIAL EXPERT	Position	SENIOR ENVIRONMENTAL AND SOCIAL EXPERT	✓	
	Reason for Leaving	N/A	Reason for Leaving	N/A	✓	

COMMENTS

REFEREE – IGNATIUS NGAMESHA.

Relationship with the candidate

- ✓ Ignatius mentored the candidate from 2018 to 2019 when she was a graduate trainee at their company.
- ✓ By then she had already graduated and she was looking for part time jobs.

Duration of having known and worked with the candidate

- ✓ Ignatuis confirmed to have worked with her for one year.

Whether you have worked with the candidate & their key objectives and responsibilities

- ✓ She was a quick learner, team player and always punctual to her duties.

Based on the experience with this the candidate, kindly rate the below traits as observed in them (below average, average, above average)

- ✓ Reliability – Average to Above Average.
- ✓ Creativity & Innovativeness – Average to Above Average.
- ✓ Professionalism – Average to Above Average.
- ✓ Accountability – Average to Above Average.

Areas of development related to their performance plan

- ✓ As long as she worked with people who were cooperative and could guide her through the right way, she would have a lot to improve and deliver.

Candidate's strengths

- ✓ Good interpersonal skills
- ✓ Ability to work under high pressure with tight deadlines
- ✓ Fluent in English
- ✓ Team player.

Consideration for rehire

- ✓ Ignatius would rehire Grace.

General opinion

- ✓ No.

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## EMPLOYMENT TENURE

EMPLOYMENT TENURE			
Company	Position	Period	Reason for Leaving
TANZANIA SGR PROJECT LOT 2	SOCIAL LEAD	4 YEARS	N/A
NICHOLAS O'DWYER & CO. LTD WITH APPEX ENGINEERING	SENIOR ENVIRONMENTAL AND SOCIAL EXPERT	2018 - 2019	N/A

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