

**Creating Assets around Value-Adding Concepts**

Written by:

**Aniekan Imeh Udoh (mike-bright)**

Subject:

Restructuring CCOF recruitment process by making it more efficient and effective

Request

Kindly approve that the technique and the procedure the organization deploys in recruiting new members be adjusted so we can achieve a more efficient and effective entry procedure for new candidates as they plan to join CCOF.

Body

As a member of CCOF, I came into the organization via an interview process which I suppose is not bad, but I think some adjustment to the process would make it more efficient and effective. As a team of people who believe in rendering knowledge impacting services to ourselves and the world around us, the process involved in the bringing in of new members should be more structured.

I observed that the organization has a format of calling up the candidate on phone, which is a nice concept, but the second phase of the interview which is usually a facebook chat should be adjusted or replaced with a better process. This is due to reasons such as: the interview usually last too long and most times connection is usually lost since it is done over the computer network; also certain questions the candidates are asked are not answered with integrity i.e since it’s not visual, the candidate might use the internet to Google the answers to the questions.

The changes that i suggest we make is that, the facebook interview is cancelled, and replaced with a face to face interview or discussion session by any member appointed by the organization at the location of the candidate. I am of the opinion that this would be far more effective and efficient.

Justification

* Our recruitment process will become more effective
* It will serve the purpose of properly checking the understanding of the candidate
* Poor recruitment usually lead to poor membership, hence we should pay more attention to it
* Interviewees will have a better feeling of what the organization represents

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Member Signature Date

Concurrence:

Supervisor Signature Date

Approval:

President Signature Date