POSITIONS, AAPLICATIONS AND HIRING

Recruitment Year

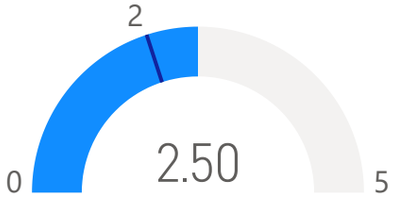
- 2022
- 2023

Associate | Executive | Junior

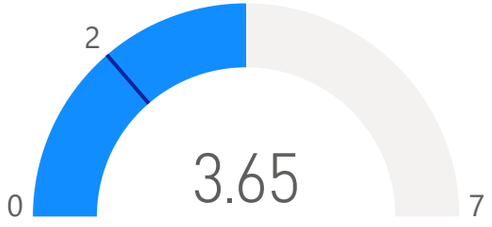
Manager Level | Senior | Senior Management

Unique Roles	Applicants	Shortlisted	Interviewed	Hired
49	2400	1990	911	397

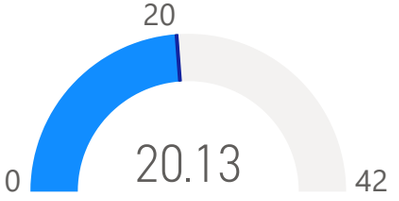
Average of Time to Approve Requisition (Days)



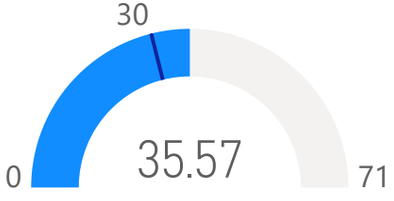
Average Time to Publish Ad (Days)



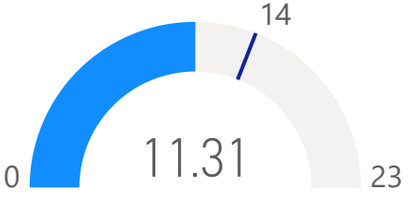
Average of Job Ad Open Days



Average of Time to Hire (Days)



Average Time between Interview and Reporting (Days)



Average Time between onboarding and file openning

HIRING ANALYSIS

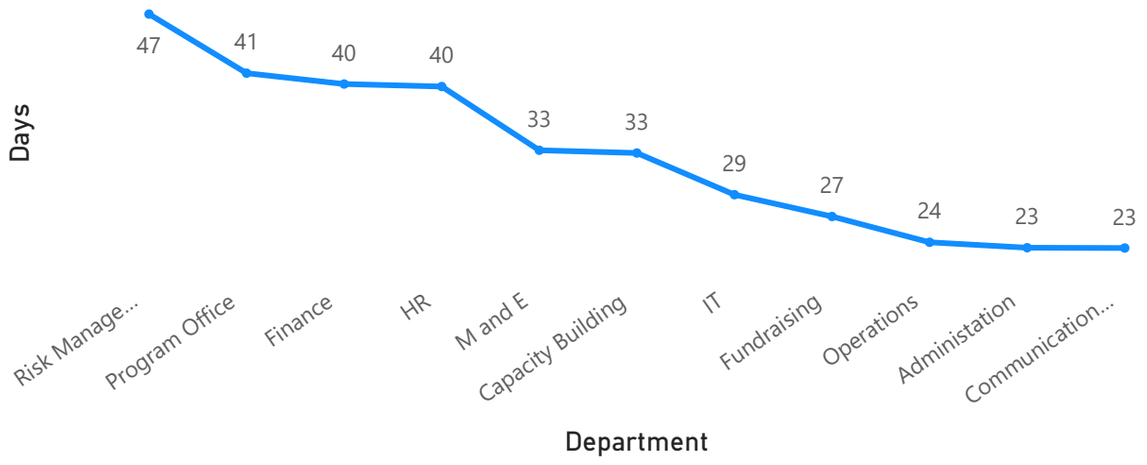
Recruitment Year

- 2022
- 2023

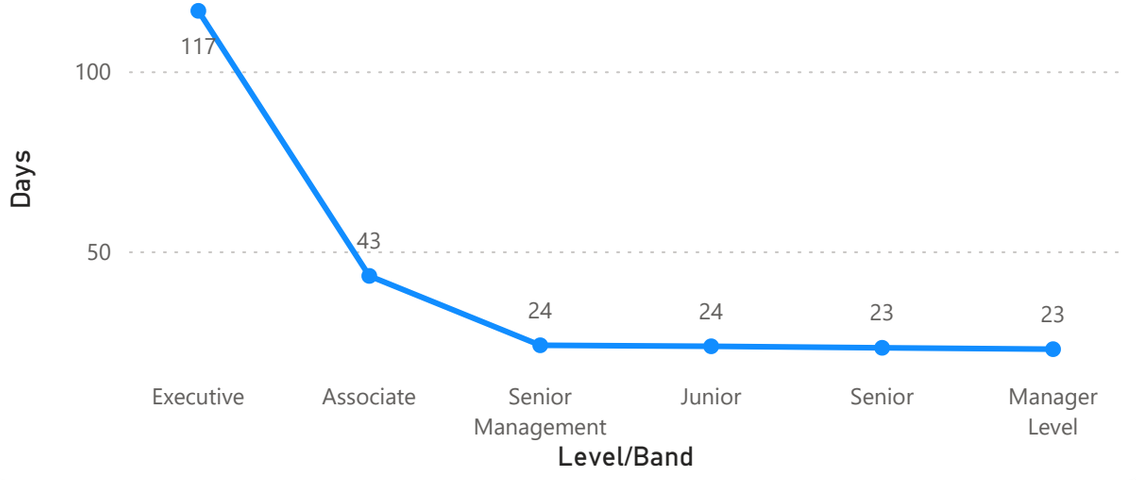
Level

Associate	Executive	Junior
Manager Level	Senior	Senior Management

Average of Time to Hire by Department (Days)



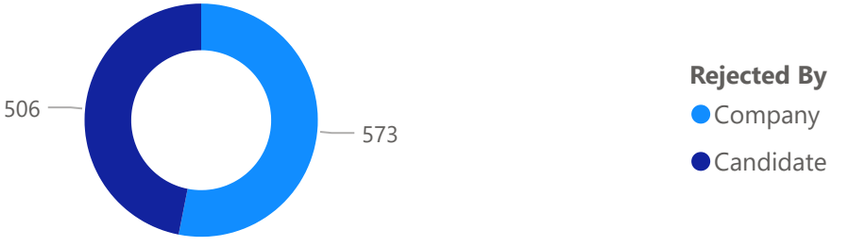
Average of Time to Hire by Level/Band



Positions Taking Longer to Fill

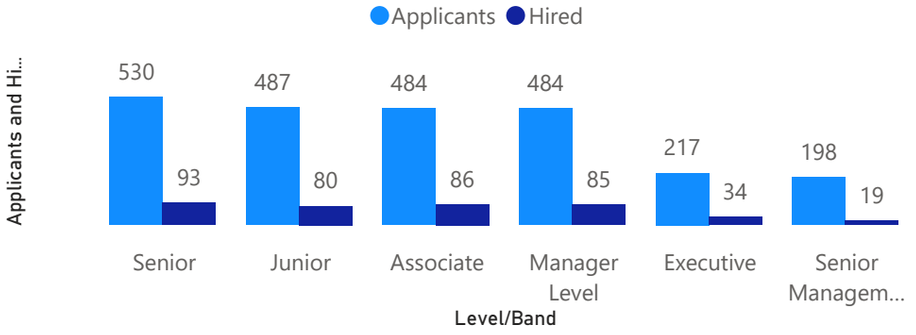
Department	Designation	Days to Hire
Finance	Associate Director	190
Program Office	Director	180
M and E	Associate Director	165
Risk Management	Director	165
Program Office	Head of Department	165

Rejected After Shortlisting

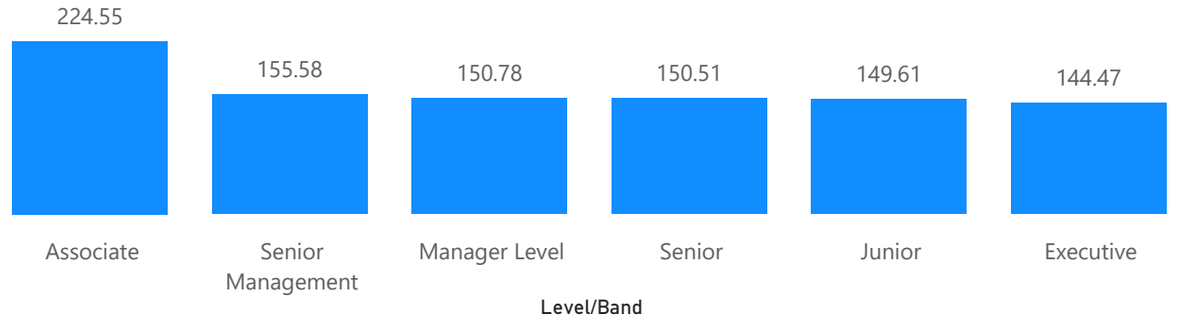


OTHER ANALYSIS

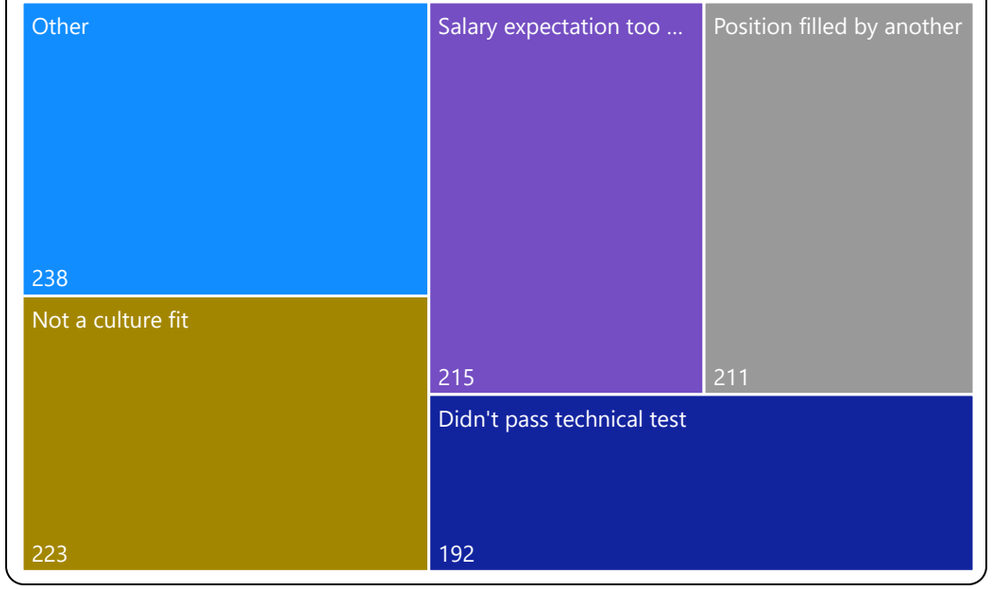
Acceptance Rate Per Level



Average Probation Days by Level



Various Reasons for Rejection



Positions With Unusually Long Prbation Days

Department	Designation	Number of Probation Days
Capacity Building	Director	600
Finance	Revenue Recorgnition	600
M and E	Officer	600
Program Office	Analyst	600
Program Office	Supervisor	600
Capacity Building	Extension Officer	450
HR	Quality Assurance	450
Operations	Director	450
Capacity Building	Manager	180
Finance	Billing Officer	180
IT	Manager	180