

Recruitment Plan

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| Company Name: | African Resonance | |
| Date: | 15 January 2024 | |
| Prepared by: | Philasande Bhani | |
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| Position to Be Filled | First Line Manager | |
| Intention of Hiring | Advertisement, Referrals | |
| Target Group | Candidates with supervisory experience in software development | |
| Method/How will we attract the applicants? Listing mediums | <ul style="list-style-type: none"> - Advertisement on job portals and company website. - Referrals from current employees. - Online job portals - Company website - Internal referral program | |
| Selection Procedure | <ol style="list-style-type: none"> 1. Initial screening of applications 2. In-person interview 3. Professional references check 4. Job assessment 5. Evaluation of work experience and education | |
| Evaluation of Applications | Suggested Evaluation Weights | Description of how evaluation will be done |
| | <ol style="list-style-type: none"> a. In-person interview (20%) b. Professional references (10%) c. Job assessment (20%) d. Work experience (30%) e. Education (20%) | <ul style="list-style-type: none"> - In-person interview: Assessing candidate's communication skills, leadership abilities, and fit for the role. - Professional references: Verifying candidate's past performance and behavior in previous roles. - Job assessment: Evaluating candidate's problem-solving skills and technical proficiency through a practical task or case study. - Work experience: Considering the relevance and depth of candidate's prior experience in similar roles. - Education: Assessing candidate's academic qualifications and relevance to the position. |