**Africa Development Bank**

**Job Title: Clerk of Works**

**Job Interview (6 Positions)**

The outcomes of the interview are as follows;

The following are the candidates who were shortlisted and turned up for the interviews

|  |  |  |  |
| --- | --- | --- | --- |
| No | Name | Gender | Site |
| 1 | Nekesa Ethel | F | Kyambogo BIC |
| 2 | Tumwesige Stephen | M | Null |
| 3 | Ngobi Timothy | M | Kyambogo, MUBS |
| 4 | Ainembabazi Rebecca | F | Null |
| 5 | Taban Denis | M | Kyambogo Eng. Blocks |
| 6 | Baker Abraham | M | Gulu BIC |
| 7 | Matsiko Bonny | M | Mbarara |
| 8 | Mabonga Sylivia | F | Kyambogo, MUBS |
| 9 | Onzima Daniel | M | Null |
| 10 | Mwesigye Crispus | M | Mbarara |
| 11 | Katumba Kennedy | M | Gulu BIC |
| 12 | Akech Caroline | F | MUBS |
| 13 | Eriya Kigoye | M | Kyambogo BIC |
| 14 | Okot Nelson | M | Kyambogo BIC |
| 15 | Nayebare Sharon | F | Null |
| 16 | Kiyimba Simon | M | Kyambogo SCI $ TECH |
| 17 | Lubwama Joseph | M | Kyambogo BIC |
| 18 | Atukunda Linnet | F | Null |
| 19 | Kaliisa Bill | M | Mbarara |
| 20 | Guti Micros | M | Null |

The interview was fully oral where the interviewee had to answer particular questions and scored mark so that he/she can be selected for the post. The interview followed to particular sets that is; The soft skills (30%) and Hard skills (70% of the total score), this gives a combined sum of 100%

The aspects considered under soft skills include; Communication, Leadership, Adaptability, Human Relations, Organizational and Dependability skills. (These were handled by the UMA-HEST Team)

The aspects considered Under Hard skills include; Construction contract documents, Role of Clerk of Works, Parameters for successful and Project Delivery.

The results are presented Here in;

Given their score and conclusion, below are the Female candidates recommended for the post

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **Soft Skills** | **Hard Skills** | | **Final Score** | |
| No. | **Name** | **Gender** | **Site** | **70** | **/40** | **/70** | **/70** | **/100** |
| 1 | Akech Caroline | F | MUBS | **50** | **31** | **54** | 53 | 75 |
| 2 | Atukunda Linnet | F | Null | **46** | **30** | **53** | 50 | 72 |
| 3 | Ainembabazi Rebecca | F | Null | **44** | **29** | **51** | 48 | 69 |

According to their scores, below are the Male candidates recommended for the Post

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **Soft Skills** | **Hard Skills** | | **Final Score** | |
| No. | **Name** | **Gender** | **Site** | **70** | **/40** | **/70** | **/70** | **/100** |
| 1 | Onzima Daniel | M | Null | **46** | **38** | **67** | 60 | 85 |
| 2 | Mwesigye Crispus | M | Mbarara | **50** | **36** | **63** | 59 | 84 |
| 3 | Okot Nelson | M | Kyambogo BIC | **47** | **35** | **60** | 56 | 80 |
| 4 | Eriya Kigoye | M | Kyambogo BIC | **49** | **34** | **60** | 56 | 80 |

However, there are Two candidates who passed the selection criteria but are not recommended for the post because of the following reasons;

* Their academic background is vast and therefore does not fit the post
* Their age is also considered to be above the scope
* They have a high salary expectation that is above the stipend advertised
* They are currently running other projects elsewhere

These candidates include;

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **Soft Skills** | **Hard Skills** | | **Final Score** | |
| No. | **Name** | **Gender** | **Site** | **70** | **/40** | **/70** | **/70** | **/100** |
| 1 | Mabonga Sylivia | F | Kyambogo, MUBS | **50** | **36** | **63** | 59 | 84 |
| 2 | Guti Micros | M | Null | **54** | **38** | **67** | 62 | 89 |

Appointment of these Two candidates will be as per the discretion and decision by ADB.

Other Candidates that can be considered just in case one of those recommended above turns down the offer include;

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **Soft Skills** | **Hard Skills** | | **Final Score** | |
| No. | **Name** | **Gender** | **Site** | **70** | **/40** | **/70** | **/70** | **/100** |
| 1 | Kiyimba Simon | M | Kyambogo SCI $ TECH | **54** | **32** | **55** | 55 | 78 |
| 2 | Matsiko Bonny | M | Mbarara | **48** | **33** | **58** | 55 | 78 |
| 3 | Tumwesige Stephen | M | Null | **45** | **33** | **58** | 53 | 76 |
| 4 | Ngobi Timothy | M | Kyambogo, MUBS | **51** | **31** | **54** | 53 | 76 |
| 5 | Baker Abraham | M | Gulu BIC | **42** | **33** | **58** | 53 | 75 |
| 6 | Katumba Kennedy | M | Gulu BIC | **51** | **29** | **51** | 51 | 73 |
| 7 | Taban Denis | M | Kyambogo Eng Blocks | **51** | **28** | **48** | 49 | 70 |

Interview Team from Uganda Manufacturers Association

|  |  |  |
| --- | --- | --- |
| No | Name | Signature |
| 1 | Mr. Ssenyondwa Allan |  |
| 2 | Mr. Nkuutu Kiyuba Sulaiman |  |
| 3 | Mr. Kibekityo Gilbert |  |
| 4 | Mr. Nambaale Emmanuel |  |
|  |  |  |

**Full Scores of the Candidates Recommended per category**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **Soft Skills** | | | | | | | | **Hard Skills** | | | |  |
|  |  |  | FM |
| **No** | **Name** | **Gender** | **Comm'n** | **LD** | **Ad** | **HR** | **OS** | **DP** | **Sa** | **70** | **Doc** | **Role** | **PD** | **/40** | **/100** |
| 1 | Akech Caroline | F | 7 | 6 | 7 | 7 | 7 | 6 | 9 | **50** | 9 | 10 | 12 | **31** | 75 |
| 2 | Atukunda Linnet | F | 6 | 5 | 6 | 6 | 6 | 7 | 9 | **46** | 6 | 12 | 12 | **30** | 72 |
| 3 | Ainembabazi Rebecca | F | 7 | 5 | 7 | 7 | 6 | 7 | 5 | **44** | 9 | 12 | 8 | **29** | 69 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | **Soft Skills** | | | | | | | | **Hard Skills** | | | |  |
|  |  |  | FM |
| **No** | **Name** | **Gender** | **Comm'n** | **LD** | **Ad** | **HR** | **OS** | **DP** | **Sa** | **70** | **Doc** | **Role** | **PD** | **/40** | **/100** |
| 1 | Onzima Daniel | M | 7 | 6 | 7 | 7 | 7 | 7 | 7 | **46** | 12 | 14 | 12 | **38** | 85 |
| 2 | Mwesigye Crispus | M | 7 | 7 | 7 | 7 | 6 | 7 | 9 | **50** | 12 | 12 | 12 | **36** | 84 |
| 3 | Okot Nelson | M | 7 | 7 | 4 | 7 | 7 | 8 | 8 | **47** | 12 | 11 | 12 | **35** | 80 |
| 4 | Eriya Kigoye | M | 7 | 6 | 7 | 7 | 7 | 7 | 9 | **49** | 12 | 10 | 12 | **34** | 80 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | **Soft Skills** | | | | | | | | **Hard Skills** | | | |  |
|  |  |  | FM |
| **No** | **Name** | **Gender** | **Comm'n** | **LD** | **Ad** | **HR** | **OS** | **DP** | **Sa** | **70** | **Doc** | **Role** | **PD** | **/40** | **/100** |
| 1 | Guti Micros | M | 8 | 8 | 8 | 8 | 8 | 8 | 7 | **54** | 12 | 14 | 12 | **38** | 89 |
| 2 | Mabonga Sylivia | F | 8 | 8 | 7 | 7 | 7 | 8 | 5 | **50** | 12 | 12 | 12 | **36** | 84 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | **Soft Skills** | | | | | | | | **Hard Skills** | | | |  |
|  |  |  | FM |
| **No** | **Name** | **Gender** | **Comm'n** | **LD** | **Ad** | **HR** | **OS** | **DP** | **Sa** | **70** | **Doc** | **Role** | **PD** | **/40** | **/100** |
| 1 | Kiyimba Simon | M | 8 | 8 | 8 | 8 | 7 | 8 | 8 | **54** | 12 | 11 | 9 | **32** | 78 |
| 2 | Matsiko Bonny | M | 7 | 7 | 7 | 6 | 6 | 7 | 8 | **48** | 9 | 12 | 12 | **33** | 78 |
| 3 | Tumwesige Stephen | M | 7 | 6 | 7 | 6 | 5 | 7 | 7 | **45** | 9 | 12 | 12 | **33** | 76 |
| 4 | Baker Abraham | M | 5 | 6 | 5 | 6 | 6 | 6 | 8 | **42** | 12 | 12 | 9 | **33** | 75 |
| 5 | Katumba Kennedy | M | 7 | 7 | 7 | 7 | 7 | 7 | 9 | **51** | 9 | 12 | 8 | **29** | 73 |
| 6 | Taban Denis | M | 7 | 7 | 7 | 7 | 6 | 7 | 9 | **51** | 9 | 12 | 7 | **28** | 70 |

|  |  |
| --- | --- |
| **Detail** | Acronym |
| **Communication** | Comm'n |
| **Leadership** | LD |
| **Adaptability** | Ad |
| **Human Relations** | HR |
| **Organizational skills** | OS |
| **Dependability** | DP |
| **Salary** | Sa |
| **Documents** | Doc |
| **Role** | Role |
| **project delivery** | PD |