We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**HR Business Partner Ops**

**Situation**

You have been asked to set up a performance review system within the Rohlik Group

**Task**

* Create a project plan for how you will proceed. Which tools will you use? There is no actual software used for record keeping. Propose factual arrangements for each management level and each department. The elaboration form is of your choice.
* Which particularities (if there are any) should the system have for operations staff(warehousemen, shift workers etc.)?
* CIN1 couriers are primarily managed by a bonus system and other criteria/performance indicators. Which of those would you include in your system? What should be evaluated, which data are the most important and so should be incorporated in bonuses? What should be evaluated differently and how it should be treated?

**Additional Information**

CIN = Company Identification Number

**Format**

We are not strictly set on the form of the presentation. Whatever works for you and you are comfortable with, works for us. So if you just want to have an open forum discussion without any materials, we are in. If you want to present any documents to us, we will provide the tools for it or bring your own. Just let us know.