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.

**Senior People & Culture Business Partner**

**Situation**

You have been asked to set up a performance & talent review process for the Rohlik Group (the HQ) from scratch. We are a company of 260 employees; with staff located across our European entities but with the majority based in Czech Republic. We are overseeing 6 countries in Europe - CZ, HU, DE, AT, IT and RO.

**Tasks**

Prepare a proposal of both, talent & performance review, considering the following:

* Company is using OKRs for Goal setting and tracking on quarterly basis
* Performance is not linked to variable pay
* Frequency of the reviews for performance and talent reviews
* Clear ownership of responsibilities of Line Manager and P&C team
* Key process milestones and deliverable of performance and talent reviews
* Link and dependencies between performance and talent reviews of HQ and countries
* Tools and/or methodologies used

**Supporting information:**

Company culture is critical for our success and is clearly defined by our Ingredients: <https://career.rohlik.group/our-culture-code>

More information about us can be found here:

<https://www.rohlik.group/>

If you still need more context simply ask us.

**Format**

Result of the case study should be captured in a format of your choice that is easily shareable with us during the next meeting. We don’t need you to write essays, clear and consistent content is much more important to us. Please send us the presentation materials of your Case study 1 day prior to the meeting so we can review and get ready for the talk.