

HOW TO EVALUATE A CANDIDATE AFTER JOB INTERVIEW

Bayt.com weekly report

Job interviews are the most informative part of the hiring process; during these sessions, the employer has the opportunity to ask many questions about the candidate, understand their experience and career motives, and also showcase the company and the benefits associated with the vacant position. However, as soon as the interview is over, the hiring manager is tasked with evaluating the candidate, their performance on the interview, and their suitability for the job.

Here are the steps that Bayt.com, the #1 Job Site in the Middle East, recommends using for evaluating candidates after the interview:

1. Primary criteria

Without doubt, a list of skills, academic qualifications, and work experience must be specified before even announcing the vacancy. However, as you commence with the job interviews, it is very helpful to boil down the list of your search criteria to the most critical ones.

Create the primary list of 10-12 criteria that you will not compromise over. This will make it easier for you to exclude candidates who fail to meet the most essential requirements, and you can move on to the next steps with those who satisfy all of the primary criteria.

2. Score card

Comparing candidates against each other qualitatively is rather difficult. For instance, how do you know which candidate has better leadership skills? The answer is to use pre-designed online tests that can verify the candidate's skills. Alternatively, you can use a score card. Create a scale (one to 10 for example) to plot the skills and traits you require. Based on the candidate's performance in the interview, as well as their qualifications, assign them the appropriate score.

3. Behavioral checklist

Evaluating a candidate should also include

assessing their behavior during the interview, and under general circumstances. Consider, for instance, the candidate's punctuality, body language, communication style, energy level, listening skills, and general interaction with prospective colleagues. Observing such behavioral traits from the moment the candidate arrives for their interview until they leave can be very telling about their work ethics and dedication to the job.

4. Reference checks

If you have gathered a reference list or some recommendation letters, which are extremely valuable assessment tools, then this would be the time to go through them. Make some phone calls and discuss the candidate's qualifications and previous experiences. Gain as many details as you need and compare the answers you receive against what the candidate provided during the job interview.

5. Social media search

One of the easiest, yet highly informative, tools for evaluating the candidate post-interview is conducting a social media search. You can simply start with a Google search then go through specific sites such as Facebook, Twitter, or Instagram. Social media can be an honest revelation of the candidate's personality, interests, and passion. Such information will help in deciding whether the candidate truly fits within the hiring team and company culture, or not.

6. Second interviews

Even if your hiring process typically includes one interview, do not rule out the possibility of having additional opportunities to sit with and talk to the shortlisted candidates. Having more than one interview, with varying styles, can be extremely useful for differentiating candidates who performed at the same level or if you are still missing some details from a candidate. It is

also a good opportunity for the job seeker to re-assert their qualifications and be more comfortable in their seat.

7. Panel discussion

Whether you were the only interviewer or had a panel interview, you should feel free to seek out input and suggestions from your team. Talk to human resources, prospective peers and supervisors to gain their impression on the candidate. Hiring a new team member impacts many existing employees from different departments and their input can be highly influential. At the end of the day, as a hiring manager, you should be able to make a well-informed and objective hiring decision based on the goals and interests of the company. Bayt.com is the #1 job site in the Middle East with more than 40,000 employers and over 26,750,000 registered job seekers from across the Middle East, North Africa and the globe, representing all industries, nationalities and career levels.

FITCH DROPS S AFRICA OUTLOOK TO NEGATIVE

MOODY'S KEEP CREDIT RATING UNCHANGED

JOHANNESBURG: International credit rating firm Fitch dropped its outlook for South Africa from stable to negative on Friday, citing the country's recent political turmoil under President Jacob Zuma.

Zuma has been engulfed by graft scandals and a power struggle with Finance Minister Pravin Gordhan, while economic growth has fallen to 0.5 percent and unemployment hit a 13-year high. "Political risks to standards of governance and policy-making have increased," Fitch said in a statement, confirming that it kept South Africa's credit rating at one notch above "junk" status.

Moody's had been expected to issue its updated grading later Friday, but made no announcement by midnight (2200 GMT). Standard & Poor's makes its key announcement on December 2.

Like Fitch, S&P currently has South Africa-the continent's most developed economy-rated at the lowest investment grade. The credit reviews could further drain investor confidence in the country's prospects under Zuma and the ANC party, which has ruled since the end of

"Zuma has focused on removing Gordhan and maintaining his grip on power, while Gordhan (has) been working very hard to avert a ratings downgrade," the Eurasia consultancy group said.

Junk threat

A junk rating by S&P could trigger bond selling by foreign investors, as well as raise borrowing costs. Some investment funds have rules that allow them to only hold bonds that have investment-grade ratings. "Efforts made by South Africa to keep the country on an investment grade have paid off," the treasury said after the Fitch announcement, while acknowledging the concerns over political uncertainty.

Pravin Gordhan had been due to appear in court earlier this month on graft charges that many analysts saw as an attempt by Zuma associates to oust him. The charges were dropped at the last minute, exposing deep tensions in the ANC as several ministers came out in his support.

Gordhan was appointed only last year to calm panicked investors when Zuma sacked two

"Business confidence remains depressed and investment has continued to contract," Fitch added.

"The economy had been hit in 2015 and 2016 by electricity shortages, the worst drought in decades, a sharp fall in international prices for some of South Africa's main mining commodities and rising policy uncertainty." The ANC is due to elect a new leader at the end of next year, ahead of the 2019 general election when Zuma must stand down after serving two terms.

South Africa this week unveiled the proposed figure for its first minimum wage — 3,500 rand (\$242) a month-in a move that could improve labor relations. Fitch, which said South Africa's banking sector "remains a rating strength", forecast GDP growth of 1.3 percent in 2017 and 2.1 percent in 2018.

Moody's rating

International credit rating firm Moody's has left South Africa's sovereign debt grading unchanged two notches above junk status, but warned yesterday of a possible future downgrade if reforms to support growth fail to materialize. Moody's rates Africa's most developed economy as Baa2 — meaning it is of investment grade for banks-albeit with a negative outlook.

Instead of the much anticipated formal review of South Africa's credit rating, Moody's issued an updated credit opinion overnight, warning that the negative outlook remained because of political tensions and weak growth. "The negative outlook on South Africa's Baa2 government bond rating reflects risks related to the implementation of structural reforms aimed at restoring confidence and encouraging investment," it said in a statement released early yesterday. It added that the country's political scene continued to be "noisy" but that key institutions remained resilient. One of the credit challenges for South Africa is "protracted political infighting that generates policy uncertainty and impedes structural reforms," it said.

On Friday, another international credit rating firm, Fitch, dropped its outlook for South Africa from stable to negative, citing the country's recent political turmoil under President Jacob Zuma. Zuma has been engulfed by graft scandals and a power struggle with Finance Minister Pravin Gordhan, while economic growth has fallen to 0.5 percent and unemployment hit a 13-year high.

Moody's warned that South Africa's rating "would likely be downgraded in the absence of fundamental structural reforms supporting higher and sustainable medium term growth".

It also hinted that a rating upgrade was unlikely. Standard & Poor's is expected to make its key announcement on South Africa's investment grading on December 2. Like Fitch, S&P currently has South Africa rated at the lowest investment grade. A junk rating by S&P could trigger a bond sell-off by foreign investors, as well as hiking Pretoria's borrowing costs. — AFP



ETIHAD GROUP TARGETS UAE INNOVATORS, ENTREPRENEURS WITH 'FIKRA' PROJECT

ABU DHABI: As part of the UAE's Innovation Week, Etihad Aviation Group (EAG) has launched Fikra, a UAE-based competition aimed at fostering entrepreneurship and innovation across the country. Fikra means 'idea' in Arabic and the competition aims to encourage students to deliver solutions to some of the major challenges facing the aviation industry in today's ever-competitive environment.

The challenges of the competition are focused on ten areas where the travel group is looking for specific ideas. They are focused on delivering ideas around digital evolution, stopover visits, ancillary sales opportunities, improving loyalty schemes, specialist cargo, social media, youth engagement, airport experience and the environment. In addition there is a special category called 'Out of the Box' that allows the next generation to pitch game changing ideas, in line with some of the concepts that the airline has already launched such as The Residence.

Fatima Al-Jefri, Director at the Department of Science, Technology and Research in the Ministry of Education, said: "The Ministry believes that education and research are important ways to acquire, develop and learn knowledge so we strongly support Etihad Airways in their Fikra initiative, as it will engage the students in innovation and business development. The project will invest in our youth and help them to pave the way forward to a sustainable and prosperous future."

Ray Gammell, Chief People and Performance Officer for EAG, said: "Innovation is key to how we do business and how we will continue to grow as a travel group. We've reached the size we are today by innovating quickly and supporting an entrepreneurial spirit throughout our business units. That commitment doesn't stop, the new Fikra project gives us an opportunity to hear from the country's next generation and we hope it will deliver ideas that can push us to the next level of our development."

The first phase of the competition will see all submissions evaluated, appraised and scored on their merits. The 20 highest scoring participants will move forward to the next phase of the competition. In the second stage, the top two ideas in each challenge will get the opportunity to work closely with and be mentored by a subject matter expert from EAG. The 20 successful participants will

work to develop their ideas into achievable business plans under the guidance of the travel group's management. Those participants will also be given the opportunity to present their business plans to the senior management of EAG who will choose the top ten winning ideas.

The winners will get the opportunity to take up a coveted internship with one of the EAG businesses to help convert their idea into reality or alternatively can choose an internship with some of EAG's key strategic partners including BT, Cognizant, SAP, TATA Consultancy Services, IBM, Sabre, Stelia Aerospace, Zodiac Aerospace, CAE Inc, B/E Aerospace Inc, Recaro Aircraft Seating and Thales Avionics Inc. These internships will give the students a chance to take their ideas even further in a professional environment and to experience first-hand how major multinational businesses use and benefit from innovation on a day to day basis.

Hareb Al-Muhairy, Senior Vice President for Corporate and International Affairs at EAG, said: "The competition will provide another opportunity for the youth of the UAE to tell us about their ideas so we can continue to build both the best airline but also one fit for the challenges of the future. Innovation is essential to the development of our airline and we're excited about the ideas we're going to see and the possibilities ahead." EAG is now inviting students from universities across the UAE to participate in the competition. All students from universities in Abu Dhabi, Dubai, Sharjah, Ajman, Ras Al Khema, Um Quwain and Fujairah may apply. It is open to all UAE university students regardless of age, gender, ethnicity, topic or year of study. All students who register will be entered into a free raffle with some fantastic travel, sporting and cultural prizes on offer.

UAE Innovation Week is taking place between Sunday November 20 and Saturday November 26 during 2016. The week is a nationwide celebration of innovation in line with the directive of His Highness Sheikh Mohammed bin Rashid Al Maktoum, the UAE Vice President and Prime Minister and Ruler of Dubai. It is one of the largest innovation initiatives in the world and combines a consolidated effort by the government, the private sector and individuals to help create a widespread culture in the UAE, to strengthen its position as a global hub for innovation.



JOHANNESBURG: This file photo taken on March 20, 2015 shows men walking past the Johannesburg Stock Exchange (JSE) building in Johannesburg. — AFP

apartheid. "The in-fighting within the ANC and the government is likely to continue over the next year," Fitch said.

"This will distract policymakers and lead to mixed messages that will continue to undermine the investment climate, thereby constraining GDP growth." Efforts to avoid junk status have been at the centre of political drama for months, with Zuma loyalists at loggerheads with Gordhan, who is widely respected among international investors.

finance ministers within four days. Gordhan and deputy president Cyril Ramaphosa have been pushing for reform of loss-making state companies, including power company Eskom and national airline South African Airways.

A recent watchdog report included allegations that Zuma ensured one business family won huge preferential contracts to supply Eskom with coal. Zuma said on Friday he would launch a court challenge to the report and its order to set up a judicial inquiry.

EXCHANGE RATES

AL-MUZAINI EXCHANGE CO.		DOLLARCO EXCHANGE CO. LTD		BAHRAIN EXCHANGE COMPANY WLL	
ASIAN COUNTRIES Japanese Yen 2.707 Indian Rupees 4.477 Pakistani Rupees 2.922 Sri Lankan Rupees 2.067 Nepali Rupees 2.795 Singapore Dollar 215.720 Hongkong Dollar 39.456 Bangladesh Taka 3.859 Philippine Peso 6.140 Thai Baht 8.614		GOLD 20 Gram 242.52 10 Gram 124.18 5 Gram 62.93		CURRENCY BUY SELL British Pound 0.376083 0.386083 Czech Korune 0.004012 0.016012 Danish Krone 0.039626 0.044626 Euro 0.319381 0.328381 Norwegian Krone 0.031775 0.036975 Romanian Leu 0.084806 0.084806 Slovakia 0.009174 0.019174 Swedish Krona 0.029180 0.034180 Swiss Franc 0.295978 0.306978 Turkish Lira 0.085882 0.096182	
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