

Kigali, 12th June 2017
Ref. 862/06/2017-CO-FMT

THE FINAL REPORT ON THE RECRUITMENT OF FUND MANAGEMENT SPECIALIST

The position of Fund Management specialist was advertised and 24 candidates applied. Out of a pool of 24 candidates, 7 were pre-selected to undergo the aptitude exam where 1 candidate did not show up. On the 22nd May, 2017 a written (aptitude test) was done and only 3 candidates were shortlisted for a Profile XT assessment which was considered as part of the written exam.

The *Profile XT*TM Psychometric Assessment is a multipurpose “**Total Person**” assessment tool used for selection, development, training, promotion, managing, and succession planning. The Profile XT is a powerful and dynamic management tool researched and developed to be job related. It measures the **Thinking Style (TS)**, the **Behavioral Traits (BT)** and **Occupational Interests (OI)** of the individual towards work. The 3 short-listed candidates were set up for this assessment and each candidate given a link with instructions on how to proceed with the assessment via their email addresses. Upon each candidate completing the assessment, reports with scores were automatically generated, and discussed with the client at the interview. The overall Profile XT result was prorated to 75% of the “Written Score” out of 50%. The total score on the PXT assessment is a measure of how suitable an individual is for a given job for which he/she has been assessed.

After the Profile XT assessment, an oral interview was done on the 31st May, 2017 and below are the findings:

Patrick Shyaka Marara did well and had the required experience with an overall score of **70.8%**. Patrick is a qualified accountant with other professional certifications and with a strong employment history at a senior level. His largely public sector experience is augmented by his experience as the Accountant General – a position associated with strong donor management experience. This candidate has been recommended for the job.

Christian Mbabazi (Scored: 70.2% overall): Christian is a recently qualified accountant but lacks the required experience for the position. Although Christian has not yet had the opportunity to acquire the required experience, he is a candidate with growth potential. He can only be considered for the position if it doesn't require an immediate capability to perform at peak-level, which FONERWA requires. Given his potential to grow in a rewarding career, Christian could be considered for a lower role if available – to grow the necessary experience.

Ronald Walter Mutarindwa (Score: 68.3%): Ronald is a qualified accountant with other professional certifications but his experience is largely misaligned with the requirements of the position.

The table below shows scores of each candidate in Aptitude test, Profile XT assessment and Oral interviews.

WRITTEN TEST RESULTS FOR MONITORING AND EVALUATION SPECIALIST.

S/N	Names	Marks for Written Exam- Aptitude and Profile XT assessment /50	Marks Oral Interviews	Overall Score
1	Shyaka Marara Patrick	30.7	40.1	70.8
2	Mbabazi Christian	33.8	36.4	70.2
3	Mutarindwa Ronald Walter	33.7	34.6	68.3

RECOMMENDATION:

Since the position requires someone who has both qualifications and experience, panel members recommended Shyaka Marara Patrick for the job. Although the second candidate-Christian Mbabazi seems to have growth potential, he lacked the required experience and the position requires someone who can perform at peak-level. Given his potential to grow in a rewarding career, Christian could be considered for a lower role if available – to grow the necessary experience.

However, due to current developments in FONERWA relating to recent approval of FONERWA law that shall require to conduct recruitment for all FONERWA positions, we are forced to cancel the current recruitment process and start a new one in line with FONERWA law and organigram.

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