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The U.S. Government's Global Hunger & Food Security Initiative



Recruitment Report

Jur River County

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Recruitment report

Jur River County

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Preamble

The trustworthiness or rigor of a study refers to the degree of confidence in data, interpretation, and methods used to ensure the quality of a study (Pilot & Beck, 2014). This cannot be achieved post data collection exercise but must be ensured prior to the rollout of such an exercise. This principle informed Policy LINK’s recruitment process for the enumerators and community mobilizers.

To filter many applications, the Policy LINK’s recruitment milestones and process included a clear job advert, long/shortlisting criteria, and a face-to-face interview guide. Strict adherence to due process ensured the recruitment of genuinely strong and competent candidates.

PAYAM	NEW HIRES
Kangi	5
Kuajiena	6
Marial Bai	4
Rocrocdong	4
Udici	4
Wau Bai	4
Total	27

New Hire Summary Table

Pre-Recruitment Activities

As a recruitment prerequisite, Policy LINK socialized the recruitment needs for the planned community resilience mapping exercise in Jur River County with the National Bureau of Statistics (NBS), Relief and Rehabilitation Commission (RRC), and the Labor Office from August 4-10, 2021. Policy LINK requested the input of the respective offices on the draft job adverts for the enumerator and community mobilizer positions prior to approval from DAI Home Office and final endorsement from the Labor Office.

Subsequently, Policy LINK got the green light to present the job adverts for the two positions to the Labor Office and received their final endorsement.

From August 11-14, 2021 the job adverts were dispatched and posted on all public boards, including at the Labor Office, NBS, RRC, UN offices, Wau Civic Engagement Center (CEC), Jur River County headquarters in Nyinakok, and all the six payams of the county.

Policy LINK team made follow up visits from August 16-20 2021 to the six payam headquarters to ascertain the reach of the adverts at the local level, and to encourage qualified residents to apply. During each stakeholder meeting, Policy LINK confirmed whether the adverts had been posted in the payam and inquired about the mechanism used by the Payam Administrator to cascade information at the boma level.

Feedback received confirmed that the adverts had been posted on the public boards of the payams, except for Udici. The Udici Payam Administrator explained that an unknown person had removed the advert at night. Later in the meeting, however, Udici stakeholders highlighted that the Policy LINK team appropriately addressed this by availing other adverts for the enumerator and community mobilizer positions at Udici payam headquarters to allow every qualified person to apply. Further, the team addressed other related concerns around the selection process, including rampant nepotism in state hiring. The team assured of a transparent hiring process and informed stakeholders that the names of the shortlisted candidates will be

posted at the payam level, and all interviews would be conducted on-site in all six payams. Consequently, over 20 applications were received from Udici.

These targeted efforts were well received by the government institutions and local communities. The coordination with payam-level administrators is best achieved in the first half of the working day, as the administrators are often visiting their constituencies in the later part of the day.

Applications Receipt and Processing

Receipt

In consultation with the county authorities and the Labor Office, Policy LINK identified nine application drop-off locations at state and county levels. Eligibility for these two positions was limited to the persons originating from one of the six payams of Jur River County. At the county level, the application drop-off locations included the county headquarters in Nyinakok and payam headquarters in Kangi, Udici, Marial Bai, Wau bai, Kuajiena and Rocrocdong. and. At the state level, the NBS and Wau CEC were identified as the most convenient drop-off locations for applicants residing in Wau town.

The job adverts for both positions were posted for a period of one week from August 13 – 20, 2021. A total of 416 applications were received from all the locations.

Long and Shortlisting of Applications

In the process of identifying candidates that met the criteria in the job listing, Policy LINK created a long list for all applications by assigning values to each qualification set forth in the advert. The following were the criteria measurements:

- Secondary school certificate or higher
- Experience in field surveying methods, including household surveys etc.
- Work experience
- Place of origin

A three-person team divided the applications geographically, with each team member long-listing and scoring applications from two payams. This made shortlisting more manageable by eliminating bias and capitalizing on merit. However, there were exceptions in the categories of gender and disability. Because of the low levels of representation by women and people with disabilities, they were given special consideration if they met the minimum requirements for the position to be shortlisted.

Using scores assigned in the long-listing process, a shortlist was developed by selecting applicants with the highest scores, while giving special considerations for women and people with disabilities that scored above 60%. As a result, 60 applicants were shortlisted for the 21 enumerator positions, and 30 applicants were shortlisted for the six (06) community mobilizer positions.

Interviewing and Determining Suitable Candidates

Methodology

Policy LINK employed a rigorous interview method that upholds the principles of transparency, competence, and trustworthiness. To achieve the objective of hiring highly competent candidates, Policy LINK developed an interview questionnaire, which scrutinizes a candidate's knowledge of enumeration or community mobilization, their trustworthiness, and listening and communication skills. The interviewers examined the aspects of trustworthiness by the interviewee's answers and monitoring their body language.

To ensure trust, transparency, and collective accountability, Policy LINK's interview panel included observers such as Payam Administrators, RRC enumerators, NBS and Department of Labor representatives, and a payam youth leader.

Interviews were held at the respective payam headquarter from August 23 – September 10, 2021. At the end of the process, 27 candidates – 21 enumerators and 6 mobilizers – were selected.

Interview Process

- The three Policy LINK panelists were directly responsible for administering the questionnaire and assigning scores for respondents. At the end of every interview, each Policy LINK panelist added up the single scores to get the final score, after which they reported their assigned scores for each candidate to the observers.
- Each candidate received three scores, which were tallied and divided by three to get the actual percentage for each candidate.
- The candidates who scored the highest were offered the positions allotted for each payam.
- The final list was certified by all panel members.

The results were shared with the respective authorities immediately after tabulation.

Feedback on the Recruitment Process

The recruitment process generated positive feedback from all the six payams. Following statements from our observers are a testimony to Policy LINK's quality recruitment management:

Kuajiena payam

Youth Leader: "This process is the first of its kind, and I assure you there will be no problems because I will report it as it is to the youth, everybody will be happy."

Rocrocdong payam

Payam Administrator: "No question about the process, other than to say, it was a good, transparent process."

Wau Bai

RRC Representative: “This is a very unique process which cleared our doubts, and it will build the communities’ confidence in Policy LINK’s activities.”

Kangi payam

Payam Administrator: “We are happy with how the interview process involved all the stakeholders. I believe the presence of the youth leader in the panel will help to explain how the interview process has transpired to the youth.”

Public Service representative

“This is the first time that the interviews have been decentralized to the base at payam level with the involvement of labor and other strategic partners. As labor, we will advocate for similar processes to be followed by IPs at the grassroots level.”

NBS representative

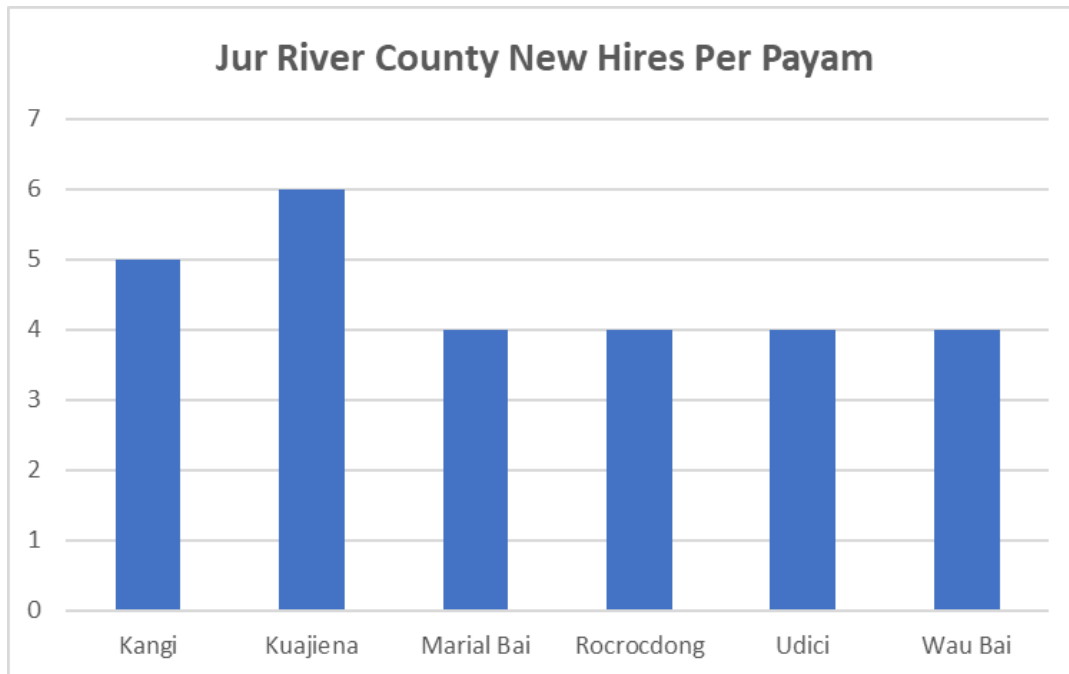
“I thought there was no hope in merit-based recruitment in South Sudan, but Policy LINK has resurrected it in me, salutations!”

Outcomes

The short-term results as assessed are as follows:

- Over 400 applications received.
- 27 candidates recruited successfully.
- The transparent approach employed in the recruitment process is rebuilding trust (social cohesion) among Policy LINK as an international agency, the different government institutions, and the people of the county at the grassroots level.
- The inclusion of the government actors in the process is rebuilding the cooperation gap between INGOs and the government.

Overview of Recruitment Per Payam



Challenges

- In Udici, job adverts were taken down by some community members to share with their relatives and avoid competition from other community members. The Policy LINK team appropriately addressed this by availing other adverts for the enumerator and community mobilizer positions at Udici payam headquarters to allow every qualified person to apply.
- The Civil Society Coalition for Civil Action, which called for demonstrations and civil disobedience nation-wide on August 30th disrupted Policy LINK activities for one week, resulting in suspension of the recruitment activities in Kangi, Marial Bai and Kuajiena; Activities were resumed upon clearance from the National Security Service and other local authorities.
- The lack of recruitment opportunities generated community grievance caused delays in Marial Bai, Kangi and Kuajiena as every applicant wanted to be considered for the advertised positions.
- Some government officials' expectations to be hired as enumerators or community mobilizers caused some delays and roadblocks in the hiring and interviewing processes.
- Poor road conditions and insecurity caused delays in the arrival of interviewees.

List of selected community mobilizers and enumerators

S/No	Name	Payam	Position	Telephone
1	Paulino Uguak Akuei	Kuajiena	Enumerator	0925570028 0914057177
2	Toch Mayuang Akech	Marial Bai	Enumerator	0921804033 0916380733
3	Dhar Bal Paulino	Kuajiena	Enumerator	0921733950 0916389670
4	Dimo Abang Amet	Kangi	Enumerator	0922718559 0916989959
5	Stella Barnaba Vito	Kuajiena	Enumerator	0922783944
6	Santino Majok Kongor	Kuajiena	Enumerator	0922895008 0929512009
7	William Thony Manok	Marial bai	Enumerator	0925252549 0914777264
8	Andrea Uguak Majok	Kangi	Mobilizer	0910061105 0922430113
9	Albino mabuong Majok	Marial bai	Enumerator	0920007972 0913151212
10	Gabriel Uyu Atugo	Marial bai	Mobilizer	0921115787 0915816216
11	Anthony Majak Majok	Kangi	Enumerator	0921068734
12	Peter Andrea Uyu	Kangi	Enumerator	0923467773 0915511684
13	Akol Simon Ujeth	Kangi	Enumerator	0928589867
14	Pasquale Aleu Goi Dimo	Kuajiena	Mobilizer	0913576203 0923576203
15	Mary Abuk Ukach	Kuajiena	Enumerator	0922234401
16	Abraham Ayii Deng	Wau Bai	Enumerator	0920834412
17	Ading Lewis Kuol	Rocrocdong	Enumerator	0927706307 0917359957

18	Akach Rose Thomas	Udici	Enumerator	0922928835 0929455651
19	Angelo Kuac Aleu Akol	Wau Bai	Mobilizer	0925151598
20	James Agany Dimo	Udici	Mobilizer	0920204443 0911005706
21	James Agany Aduong	Rocrocdong	Enumerator	0916841850 0926334499
22	John Ajang Madut	Udici	Enumerator	0922214221 0916392171
23	Kosta Unguec Uguak	Rocrocdong	Enumerator	0922337996
24	Marko Ucuir Urayo	Rocrocdong	Mobilizer	0924264015 0916265006
25	Marko Wol Madhiew Thiep	Wau Bai	Enumerator	0926071950 0916426033
26	Uliny Angelo Buola Madut	Udici	Enumerator	0927888715 0918782837
27	Umalker Fartak Hamed	Wau Bai	Enumerator	0917331746 0925870557