



De Groninger Studentenbond

GMA-piece | Evaluation SoCo 2019/2020

1. Reason

The Selection Committee (SoCo) has recently held interviews with candidates for the GSB Board for the year 2020/2021. In this document, the committee looks back on the procedure. In this procedure - as is customary with regard to the work of the SoCo - it is between confidentiality on the one hand and the importance of an open and transparent evaluation on the other hand on the other hand. This memorandum deals successively with the route prior to feeding. of the talks, the way in which they were conducted and reaching a verdict.

Finally, recommendations are made. In this respect, the committee does not make any statements on the number of applicants, the identity of applicants, the content of the information provided interviews and the background to the choice of the already known candidate board. Also, evaluation points on attracting a sufficient number of applicants remain outside consideration.

2. The procedure prior to the interviews

The SoCo of the year 2019/2020 consisted of the following members, each of whom had one or more have attended talks:

- Mark Kenters, External Member
- Isabelle Perdon, Member of the Executive Board
- Sjoerd Kalisvaart, Member
- Tess Beukema, reserve member

The composition was diverse, with both members studying at the RuG and a student who is studying at the HG. Nevertheless, two of the members were law students and the overwhelming majority followed. majority of the committee a study programme within an SSH faculty. As a result, the "Zernike perspective" sometimes.

The committee met prior to the closing of the application period and has drawn up profiles for the individual functions. Within these profiles lists the key competences that should be represented within the person of the respective board positions. These profiles are stored on the Google Drive of the SoCo.

A questionnaire was then drawn up on the basis of the profiles. This questionnaire is also stored on the SoCo's Google Drive drive. The questionnaire consisted of a combination of motivational questions, questions about core competencies and case questions. In this way, it provided a balanced picture of the candidates. This questionnaire is included with all applications used to make a good selection.

3. The conversations

As a result of the application documents received (letter of motivation plus curriculum (vitae) interviewed potential candidates. This was done online. That complicates the interviews and makes assessing candidates more difficult. It struck the committee that not every applicant in the standard questionnaire template is to be found in the questionnaire. is to catch it. The committee therefore stresses the importance of leaving room for candidate-specific questions. In this respect, it was noticeable that applicants 'loosened up' more to the extent the the committee abandoned the pre-defined questionnaire. However, that questionnaire remained the guiding principle forms for the conversation.

4. The decision-making process

At the end of each meeting, three points were discussed:

1. Does the SoCo have sufficient confidence in the candidate to include the candidate in the governance of the GSb?
2. Which position suits the candidate?
3. How does this candidate relate to the other (already hired) candidates?

One member of the committee was in charge of the debriefing. This person first offered the opportunity for the other members of the committee to express their views on the candidate. This was done by highlighting the most important plus and minus points. Afterwards of the member's contribution, a '+', a '-' or a '+/-' was then noted. The Chairman of the post-conciliation discussion concluded the discussion with his or her own opinion.

When a sufficient number of members were able to write down a '+', it was discussed which function at the candidate would fit. It is difficult to do this without looking at the other candidates; After all, the SoCo puts together a team. The distinction between the second and third question is therefore, in a sense, illusory. During the ride, the composition of the candidate board is Modified several times.

5. Recommendations

The SoCo looks back on a pleasant process in which good conversations were held. The cooperation within the team was also experienced as pleasant. Nevertheless, the Committee until the following recommendations:

- Stick to the drawing up of profiles, with underlying core competencies. It is preferable to use the profiles with the respective board members to be discussed;
- Make room for a candid candid interview. Dare to discuss the to abandon the questionnaire adopted. Discussing certain doubts of the committee during the discussion could help to dispel doubts as to whether the Confirmation of concerns;
- Maintain the independent position of the committee. The committee may experience pressure to hiring five board members at all costs. The SoCo must be able to say 'no'.