

Paragraph 3.23 Short-listing of Candidates for Job Interview

10 candidates not invited for interview though being said to be meeting the requirement of a minimum of 15 years' experience at senior positions. Details are set out below.

Candidate No	Years of senior management experience		Reason for not invited to interview
	Yr	Mth	
(1)	16	7	Past 15 years experience mainly in marketing for banks and trading companies. Experience was irrelevant. Relevant experience gained in corporate communication was only 2 years and over 10 years ago.
(8)	15	11	Past experience mainly in marketing for media and advertising companies and trade promotions for foreign country's overseas office. Experience was irrelevant.
(11)	22	10	Recent few years' experience in marketing was irrelevant. Experience in corporate communication mostly gained from hotels and advertising companies. Experience was also irrelevant.
(14)	17	4	Only 5 months' experience in corporate communication. Experience was inadequate.
(17)	17	3	Past 15 years' experience mainly in customer account management for advertising companies. Experience was irrelevant. Only 2 years of experience in corporate communication. Experience was inadequate.
(19)	17	9	Past experience mainly in marketing for logistics companies. Experience was irrelevant.
(20)	21	2	Past experience mainly in university, sport development institution and bank. Job nature mainly in alumni relations, in marketing, corporate affairs and customer service. Experience was irrelevant.

Candidate No	Years of senior management experience		Reason for not invited to interview
	Yr	Mth	
(21)	16	8	Recent few years' experience in corporate affairs and consulting. Experience was irrelevant. Experience in corporate communication mostly gained from hotels. Experience was also irrelevant.
(24)	18	8	Only 1 year experience in corporate communication for transport company. Experience was inadequate.
(26)	17	7	Recent few years' experience in key account management, consulting and technology practices. Experience was irrelevant. Relevant experience in corporate communication was only 7 years & 2 months.

4 candidates not meeting the requirement of a minimum of 15 years' experience at senior positions. Details are set out below.

Candidate No	Years of senior management experience		Reason for inviting to attend interview
	Yr	Mth	
(6)	14	2	Relevant work experience and good exposure with media field, close to meeting the requirements of 15 years' senior management positions.
(10)	14	4	Relevant work experience in QUANGOs, close to meeting the requirements of 15 years' senior management positions
(16)	13	6	Relevant work experience in senior positions of corporate communication with sizeable organizations
(22)	12	4	Relevant work experience in sizable QUANGOs and media industry

In view of the above analysis, HKPC therefore decided to interview the above candidates.