**Mr Musa Zwane **

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 2122 [**NW2353E**]**

**DATE OF PUBLICATION: 19 MAY 2017**

**2122. Mr R A Lees (DA) to ask the Minister of Finance:**

(a) What are the full relevant details of the process followed to appoint a new Chief Commercial Officer for SA Airways and (b) what is the current status of the specified process? NW2353E

**REPLY:**

The process steps undertaken to appoint a new Chief Commercial Officer for SAA consists of the following:

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| **Step** | **Action** | **Detail** |
| 1 | Advertise position | Placed internal and external advertisement in Sunday Times and SAA’s E-recruitment system (Neptune) with closing date 1 August 2017 |
| 2 | Shortlisting | Shortlist applications received against advertised criteria |
| 3 | Shortlist finalisation | Present shortlist to Acting CEO and Acting GM HR and agree on final shortlisted candidates  |
| 4 | Establish Interview/ Selection Panel | Identify and establish interview panel. Set tentative interview date |
| 5 | Competency Based Interviews | Arrange and conduct competency based interviews with panel |
| 6 | Assessments | Arrange for assessments to be completed on recommended candidates who are successful with interview phase |
| 7 | Pre-employment checks | Arrange pre-employment checks (reference and background checks) on recommended candidates  |
| 8 | Consolidate selection results | Consolidate results (interview, assessments and pre-employment checks) and present results to selection panel |
| 9 | Final decision on preferred candidate | Selection panel makes decision on preferred candidate |
| 10 | Recommend preferred candidate  | Recommend preferred candidate and remuneration package for approval by Board |
| 11 | Offer to successful candidate | Offer issued to successful candidate |
| 12 | Inform unsuccessful candidates | Inform/ regret unsuccessful candidates |

1. **Current status**

The Chief Commercial Officer position was advertised and reached closing date on the 1 August 2017. A total of 107 applications were received (50 through E-recruitment system and 55 through Sunday Times).

A provisional shortlist has been compiled and a shortlist discussion is scheduled with Acting CEO and Acting GM HR on the 11 August 2017.