

## **ANNEXURE 1 – SECTION 14: WESTERN CAPE GOVERNMENT RECRUITMENT AND SELECTION POLICY**

### **14. HEADHUNTING (EXTENSION OF RECRUITMENT PROCESS)**

- 14.1 In cases where difficulties are experienced to recruit (a) suitable candidate(s) following an unsuccessful signed off first recruitment and selection process, headhunting may be applied, with the necessary approval of the Appointment Authority (or delegated official).
- 14.2 Headhunting implies that (a) suitably qualifying candidate(s), meeting the advertised criteria(s), is/are approached to submit full application documentation in a requested manner and, after the verification thereof, a formal selection process is followed by the same Selection Committee, using the same selection criteria and selection techniques, to confirm suitability of the headhunted candidate(s). The provisions regarding any deviation from the EE targets remain applicable.