

UnitedGosus

RECRUITMENT PRACTICES OVERVIEW

1. Recruitment

Recruitment is the process United Gosus uses to award internships to prospective members. There are two types of internships: (1) Player, and (2) Non-Player.

2. Player Internship

A player internship is a one-year position in the capacity of a Player. A Player Internship is awarded through a three-tiered competition:

- (1) Application.
- (2) Exhibition.
- (3) Interview.

The Vice-President (VP) for the respective geographic region of Players doing the recruiting may waive any or all of these steps. This will be based on his/her familiarity with prospective applicant and ability to judge their competency as it relates to what is demanded of a UG Player. Candidates may withdraw from the competition at any time.

2.1. Application

When a competition is opened, prospective members will submit applications to gain entrance into it. Once the competition has closed, the VP will:

- Pool the candidates, potentially forming a panel.
- Discuss each candidate based on the information in his/her application as well as information gathered from secondary sources.
- Determine an amount of candidates to award a series of exhibition matches to.
- The candidate(s) not selected for an exhibition will be released from the competition.

2.2 Exhibition

The candidate(s) selected for Exhibition will compete against UG members in a pre-determined and equal amount of exhibition matches, no less than one, typically via DuelingNetwork.com.

Once all exhibitions have been conducted:

- The VP will discuss the match with other members that watched it and receive their feedback.
- The VP will then determine how many candidates will be awarded an Interview.
- The candidate(s) not selected for an Interview will be released from the competition.

2.3 Interview

The VP will conduct an interview using a series of questions to assess if the candidate is a good fit for the organizational culture of UG.

Once all the interviews have been conducted:

- The VP will then determine which candidate(s) will be awarded a Player internship.
- The candidate(s) not awarded an internship will be released from the competition.

3. Non-Player Internship

A Non-Player Internship is a three-month internship in the capacity of a non-player role. A Non-Player Internship is awarded through a two tiered competition of:

- (1) Application.
- (2) Interview.

This entire process may take upward to one month. Candidates may withdraw from the competition at any time.

3.1 Application

When a competition is opened, prospective members will submit applications to gain entrance into it. Once the competition has closed, the VP of the department which is recruiting will:

- Pool the candidates, potentially forming a panel.
- Discuss each candidate based on the information in his/her application as well as information gathered from secondary sources.
- Determine an amount of candidates to award an interview to.
- The candidate(s) not selected for an exhibition will be released from the competition.

3.2 Interview

The candidate(s) selected for an Interview will participate in an interview to be conducted by the VP of the department which is recruiting.

Once all the interviews have been conducted:

- The VP will determine which candidate(s) will be awarded the internship.
- The candidate(s) not awarded an internship will be released from the competition.