

# SCENARIO

## CONFLICT OF INTEREST - RECRUITMENT

### Bringing out the best

An organisation has just received significant funding via a government grant for a project officer position. The project officer will work closely with the manager who submitted the grant application.

One of the applicants, who works for a company the manager deals with regularly, indicates to him that she is interested in applying for the position. She is concerned because she has never applied for a government position before and is unfamiliar with the process, including addressing selection criteria.

The manager knows that she has excellent relevant skills and would be an asset to the organisation. He helps her with the application – making sure that she is meeting all the criteria that he developed for the role. Although he expects that the other members on the selection panel would be aware that he knows this particular applicant, he doesn't declare an interest when they start looking at applications. The candidate interviews well and he notes afterwards that she is a very good worker and would be perfect for the project.

Because he wrote the original application for the grant, the other panellists agree that he is best placed to decide on the ideal candidate for the role.

**What is the conflict of interest here?**

**Should this conflict of interest be avoided?**

**If this can't be avoided, which management strategy would be most appropriate?**

*Information used in this scenario is not based in fact, but has been created for the purpose of education and discussion. Any likeness to real persons or events is coincidental.*

