

**REPORT****To: Chair of NCG****From: Senior Business Analyst****Date: XXXXXXXX****Subject: Evaluation of shortlisted candidate for CEO position**

The first part of the report focus on an evaluation of the shortlisted candidate for the CEO position in RailCo. The second part of the report contain my recommendation on the most suitable candidate.

**Candidate A**

This candidate has a longer work experience as a CEO, further his experience as CEO is related to the rail industry. Further, Candidate A has previous work experience of liason with govt and rail interest group, this experience will be useful for Rail Co.

The candidate key skills & competencies include strong focus on internal control, this is relevant to Rail Co given that customers are complaining ticket prices up and they are not getting value for money services.

The Candidate also has a successful track record of cultural change, this will help him to manage the cultural change needed in Rail Co when the new CEO implement changes that are necessary to address the poor performance of Rail Co.

**Candidate B**

Although less yrs of experience as CEO, but he offers greater knowledge on financial management as he was a finance director and involved in reviewing and authorising budget. This skills and experience will help Rail Co to manages its cost better.

However, not only is candidate B having less work experience as CEO but his experience may not suit Rail Co well given that it was in a different industry. Although he has the ability to network & liase with different stakeholders, unfortunately it doesn't seems that Candidate B has experience of dealing with the government. Government essentially a different stakeholders compared to customers or suppliers.

**Recommendation:**

Based on the above evaluation, i would conclude that Candidate A is the preferred candidate for the CEO position of Rail Co given the fact that he has more and relevant experience and his skills in managing cultural change with strong internal control that is needed by Rail Co currently.