

## Focus on....Recruitment dilemma Over the Festive Season!



### The Dilemma

The office was in turmoil! Despite the best laid recruitment plans, time was running out to find that perfect person to be Director of Christmas Operations (aka Father Christmas) a highly responsible position ensuring the effective and efficient world-wide delivery of toys and presents to children on Christmas Eve!

The recruiting manager went through their check list:

- \* The large staff of Santa's 'Little Helpers' had been recruited on seasonal fixed term contracts (no zero hours here!)
- \* Elf training and induction was progressing well and 'just in time' part ordering had been implemented as present wrapping needed to be underway soon
- \* The sleigh had been polished and put through its rigorous pre-Christmas MOT and passed (one new skid as an advisory)
- \* The Reindeer (all magical) were in peak condition, fleet of foot (more rapid than eagles) and with shining noses (one red)
- \* Immigration and right to work checks depending on Brexit may be required for Donner and Blitzen.
- \* Health & Safety checks had been undertaken to ensure a safe, warm, hospitable and nurturing working environment at the North Pole (Wellbeing in the Workplace is important to us)
- \* The recruiter understood that no DBS checks will be required for Father Christmas as this is considered a one off activity in a Grotto, many elves in attendance and children will be with a parent or supervising adult

### The Planning

But now the main role, namely Father Christmas (not sex discrimination as the role is considered GOR - genuine occupational requirement – 'casting for roles or films') needed to be recruited for.

The person specification has been written:

#### ***Education, Training and Experience:***

Masters' Degree in Christmas Business Administration including significant training in the management of manufacturing, warehousing, distribution and delivery

systems. Several hundred years of related experience (red flag – age discrimination – what about all those young and up and coming FCs?!)

### **Knowledge, Skills and Abilities:**

- \* Demonstrated knowledge of Christmas traditions around the world.
- \* Demonstrated ability to determine who has been naughty and who has been nice.
- \* Ability to impose discipline as required by placing coal in stockings (or environmental friendly biofuel alternative) despite visions of sugar plums dancing in their heads
- \* Demonstrated ability to lead pointy eared staff with playful and mischievous tendencies.
- \* Ability to drive a sleigh and a team of nine (*name them!*) spirited reindeer, to whistle, shout and call them by name, and make precarious landings without dislodging roof tiles, despite prancing and pawing of each little hoof
- \* Ability to emit a loud, robust and heart-felt “HO-HO-HO” and a “Merry Christmas to all and to all a good night” ‘ere you drive out of sight.
- \* Ability to enter unnoticed in and out of people’s homes every Christmas Eve by bounding down chimneys.

### **Personal Attributes:**

- \* Must be chubby, jolly and a right ‘old’ elf (preferably called Nicolas) (not really ‘old’ – obviously all ages considered!)
- \* Must have twinkling eyes, dimples so merry, cheeks like roses, a nose like a cherry and a droll little mouth drawn up like a bow
- \* Beard as white as snow an advantage

### **Working Conditions:**

- \* Ability to work in cramped and confined and or hazardous environments such as chimneys, hearths, window ledges, and roof tops.
- \* Ability to eat copious amounts of milk and cookies (and hopefully tots of rum – to take home to Mrs Claus to drink later, no steering sleigh under the influence allowed – certainly a disciplinary offence)

### **The Interview**

Now the question arose as to how to manage the interview to ensure a fair and non-discriminatory process that would find them the best Father Christmas who would be the embodiment of jolliness on legs. The recruiting manager thought long and hard and together with the other members on the interview panel (a Senior operational elf - packing and distribution and one of Santa’s Little Helpers) came up with the following quiz which they felt would ensure that they recruited a Father Christmas with a wide range of knowledge of Christmas trivia!

Why don't you and your staff have a go and see how you do! (and in the Christmas spirit, and our wish to always provide you with clear and timely advice, we have given you the answers on the last page!)

*[Extra points for finding references to the poem 'Twas the night before Christmas' within the above text!]*

## **CHRISTMAS QUIZ QUESTIONS**

1. What year was the Christmas movie 'The Princess Switch' released?
2. Which Mariah Carey song became US Christmas number One in 1993?
3. What Christmas related bird has a red chest?
4. How many reindeer names end with the letters ER?
5. What 'A' represents the first season of the Church year leading up to Christmas?
6. What aromatic gum resin is related to the baby Jesus, originates from an African tree and is burnt as incense?
7. In which ocean is Christmas Island located?
8. How do you say Merry Christmas in French?
9. Who was Scrooge's dead business partner in 'A Christmas Carol'?
10. Complete the opening line to Band Aid's 'Do They Know It's Christmas': It's Christmas time, there's...
11. What Christmas related food is made from a mixture of apple, dried fruit, candied fruit, spices and suet?
12. What was the occupation of Saint Joseph?
13. What word, beginning with letter H, describes the last day of the year as celebrated in Scotland?
14. Which fruit is traditionally used to make a Christingle?
15. Which female singer had a US Christmas number 1 in 1981 with 'Physical'?
16. In which country is Lapland located?
17. The catchy lyrics, 'pa rum pum pum pum' feature in which well known Christmas carol?
18. What are the two main ingredients of a snowball cocktail?
19. What feast beginning with 'N' recognizes the birth of baby Jesus?
20. As well as icing, what 'M' is traditionally used to decorate a Christmas cake?



## CHRISTMAS QUIZ ANSWERS

1. 2018
2. Hero
3. Robin
4. Four reindeer names: Donner, Dasher, Dancer, Prancer
5. Advent
6. Frankincense
7. The Indian Ocean
8. Joyeux Noël
9. Jacob Marley
10. no need to be afraid
11. Mincemeat is the filling that is traditionally used to make mince pies
12. Carpenter
13. Hogmanay
14. Orange
15. Olivia Newton-John
16. Lapland is located in Finland
17. Little Drummer Boy
18. A Snowball is made with Advocaat and lemonade
19. Nativity
20. Marzipan

***Happy Christmas!***

### **How CBR Business Solutions HR and Employment Law can help.**

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