Description: C:\Users\selbp\Dropbox\Childrens Resilience Programme\FINAL PRODUCTS\Graphics from Paramedia\triangle.tif**Staff recruitment considerations: What to do and what to avoid**

General considerations regarding a person’s suitability for a position include the candidate’s involvement with the local community, their overall interest and enthusiasm about the programme, their ability to work as part of a team and their professional experience and qualifications.

Selecting staff for a children’s resilience programme requires close cooperation with community partners. Depending on the culture, crisis situation and context, the following issues may need to be considered:

**Job Description:**

**Salary and Benefits:**

**Salary and benefits**

**Job Advertisements**

**Contracts**

**Staff Selection – Gender**

**Staff Selection – Caste/Clan/Ethnicity/Language**

**Staff Selection – Qualifications**

**Staff Selection – Age**