



EXPORT INDUSTRY TECHNOLOGY SUPPORT PROJECT (AGRICULTURAL COMPONENT)

**EVALUATION OF CANDIDATES FOR THE
GENERAL MANAGER POSITION AT APENN**

Assignment Number: ST-161

PREPARED BY:

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THROUGH

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Project No. 596-0165

UNDER THE AUSPICES OF:

United States Agency for International Development (USAID)
Guatemala City, Guatemala

May 1993

**United Fresh Fruit & Vegetable Association
Trip Report
May 2-5, 1993**

Charles H. Emely, PhD, CAE President/CEO(Acting)

I. Dates and Destination

May 2-5, 1993 Managua, Nicaragua

II. Purpose of Travel

To assist in the review and evaluation of candidates for the position of Executive Director (General Manager) of APENN. Major participation was to interview finalist candidates, evaluate candidates, and report findings to a meeting of the APENN Board of Directors.

III. Persons Contacted

APENN staff: Samuel ^(M)Hansell, Chairman of APENN Board; Emiliano Heuriguez, Secretary of the APENN Board; APENN Board members; Executive Director candidates. Other members of interview team: Nancy Tucker PMA; Gerardina Gonzalez, CNAA.

IV. Activities and Accomplishments

1. Reviewed and assisted in development of evaluation criteria for interviews.
2. Reviewed resumes of finalist candidates.
3. Met with interview team to discuss and agree upon interview procedures.
4. Interviewed five finalist candidates, chosen by APENN Board, in depth to determine suitability for position.

5. Evaluated and rated candidates using criteria established.
6. Discussed evaluation criteria and interview procedure with APENN Board and presented interview rankings to Board.

V. Observations and Recommendations

1. Candidate ranked highest by interview team also appeared to be candidate of choice based on Board of Director's initial evaluation.
2. Selected candidate should be given opportunity to supplement in-service training and orientation with seminars and training courses offered by organizations such as the American Society of Association Executives (ASAE), the US Chamber of Commerce Institute for Organization Management, and CNAA.