



Morning watch — 4 flags

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Fictional document — demonstration example

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Fictional document, produced for demonstration. **The fourth flag is the only one concerning people outside the authority**, and it is the one that goes out immediately: six candidates prepared a file for a post that no longer existed.

#	Flag	What triggered it	Concerns	Recipient	Chase
1	Criterion absent from all 47 applications	The advert does not ask for it	Your advert	Author of the vacancy	7 d
2	11 incomplete applications	9 on the same document	Your form	Recruitment	7 d
3	Panel unconstituted 4 days out	Resolution on composition	Your calendar	Manager	7 d
4	Vacancy online, post filled 21/07	6 applications since	6 people	Recruitment	24 h

Three of the four flags concern the authority's adverts and circuits, not the candidates. That is the rule and not the exception: most difficulties in a recruitment are written into the advert before they show up in the files.

Flag 2 — the shared cause

Element	Value
Incomplete applications	11
Of which on the same document	9
Where the document is asked for	At the end of the advert, after the form
Field in the form	None

Nine omissions of the same document do not describe nine distracted candidates: they describe a document requested somewhere the candidate has already left by the time they reach it.

What stays with the authority, across the four flags

What stays your decision	What the agent does instead
Reject an incomplete application	The missing document is requested from the candidate: nine omissions of the same document describe a form to fix, not nine candidates to reject
Score, rank, shortlist	The file is checked document by document and handed to the panel complete: score and ranking do not exist in the tool, they belong to the panel
Reply to a candidate	The reply is drafted and ready; it goes out from the authority, signed by it

What stays your decision	What the agent does instead
Propose a panel member	Composition is the authority's decision; the agent hands over the complete files the day it is taken

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