# Morning watch — 4 flags

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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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** |



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| 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** |

> **Request a demo with your own documents**
> This document is a fictitious example. To see the agent work on your own documents, request a demo from its page.
> https://bluelemonagent.ai/en/secteur-public/solutions/appui-au-recrutement-preselection

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