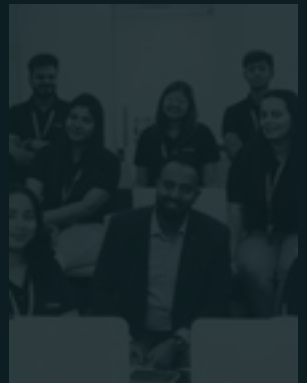


Selection Process of Chief of Staff

Chief of Staff / Executive Assistant

A premium, multi-stage assessment designed to identify exceptional judgement, resilience, trust and executive-level impact.



Designed for consequential work.

From first impression to final offer - every round reveals how a candidate thinks, acts and leads when the stakes rise.

The evaluation journey

ROUNDS 01-05



01

CV Shortlisting

Applications are reviewed by Foxhog's Advisory Board to assess experience, judgement, communication and overall fit for the role.

02

Group Discussion

Candidates discuss a topic drawn from lifestyle, finance, current national issues or another relevant theme. The round observes clarity, listening and influence.

03

Extracurricular Analysis

A focused review of achievements and activities beyond formal work or study, highlighting initiative, discipline, leadership and breadth of interests.

04

The Inbox Test

Candidates receive a realistic set of messages, priorities and situations to resolve. The exercise tests organisation, judgement and executive communication.

05

The Impossible Assignment

A demanding live assignment with limited time, information or support. It reveals resourcefulness, persistence, decision-making and the ability to mobilise others.

The evaluation journey

ROUNDS 06-10



06

The Crisis Room

Applicants respond to difficult news or a high-pressure leadership scenario. The panel assesses composure, prioritisation, ownership and sound decisions under pressure.

07

The Trust Test

An ethics- and humanity-led conversation designed to understand integrity, discretion, empathy and the principles guiding difficult choices.

08

Public Values

An assessment of social awareness, professional presence and stakeholder conduct - including how the candidate represents the office in public-facing situations.

09

Compensation & Selection Discussion

A transparent discussion covering role expectations, compensation, joining considerations and mutual alignment before the final selection decision.

10

Offer

The selected candidate receives the formal offer, completing the process and beginning the transition into the Chief of Staff / Executive Assistant role.



What the process reveals

JUDGEMENT

Prioritises what matters.

TRUST

Acts with integrity and discretion.

RESILIENCE

Keeps moving through ambiguity.

INFLUENCE

Communicates with clarity and care.

Ready to lead at the centre of action.

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