MAJOKA WORKFORCE SOLUTIONS

MWS TALENT VETTING & VERIFICATION FRAMEWORK

How MWS assesses and verifies professionals before deployment

Selecting a technical professional is not only about reviewing a resume.

Before presenting a professional for a requirement, MWS reviews their experience, technical capabilities and suitability for the role. Where required, additional independent technical evaluation and background verification can also be conducted.

> **Every professional presented through the MWS talent process passes through three assessment and verification layers. Each layer produces a separate form of evidence.**

L 01 MWS CAPABILITY ASSESSMENT

MWS assessment → **MP Profile + MWS Rating**

Before a professional is presented to a client, MWS assesses whether the professional is a suitable match for the specific opportunity.

This assessment looks beyond the basic requirements listed on a resume. It considers the relationship between the opportunity, the professional's experience, demonstrated capability and the practical requirements of the engagement.

What we assess

Depending on the role and opportunity, the assessment considers:

- **Role & Opportunity Fit** — alignment with the actual requirement, not just the job title.
- **Relevant & Recent Experience** — relevance, recency and practical production exposure.
- **Seniority & Technical Understanding** — alignment between experience, responsibility and required technical capability.
- **Career & Experience Consistency** — consistency across career history, stated experience and technical claims.
- **Deployment Fit** — availability, working arrangement and other deployment requirements.
- **Material Concerns** — relevant gaps, inconsistencies or other factors that may affect suitability.

The assessment is specific to the opportunity. A professional may be a strong fit for one requirement and not for another. The outcome of this assessment is reflected in the MWS Rating, which forms part of the MP Profile presented to the client.

What the client receives

The client receives an MP Profile, rather than MWS's internal assessment sheets.

The MP Profile normally includes:

• **MWS Rating — X/5**	• **Professional Overview**
• **Core Capabilities**	• **Technology Stack**
• **Relevant Production Experience**	• **Career & Experience**
• **Role Fit**	• **Domain Experience**
• **Availability & Deployment**	• **Commercial Information**

The MWS Rating is MWS's overall assessment of the professional against the relevant requirement. It is not presented as an average of individual test scores.

Why we do this

The purpose is simple: to make sure that the professional being presented has been reviewed against the actual requirement, rather than being forwarded based only on a resume or keyword match.

L 02 INDEPENDENT TECHNICAL EVALUATION

Third-party evaluation → **Technical Evaluation Report**

Once a professional has passed the MWS Fit & Suitability Assessment, their technical capability is evaluated independently through a third-party technical evaluation.

What we assess

After the MWS Capability Assessment, the professional undergoes an independent technical evaluation conducted by a third-party evaluator.

The evaluation is based on the technical requirements of the relevant role and may assess areas such as:

- Technical knowledge
- Practical problem-solving
- Role-specific technical skills
- Technical decision-making
- Technology-stack understanding
- Scenario-based technical situations

The evaluation is conducted independently of MWS's internal assessment.

What the client receives

The outcome is provided through a Technical Evaluation Report.

The report remains separate from the MP Profile and MWS Rating so that the client can clearly distinguish between:

> **MWS's assessment of the professional and the independent technical evaluation.**

Why we do this

MWS uses an independent technical evaluation to provide an additional non-biased and not-influenced assessment of the professional's technical capability before deployment.

It gives the client a separate technical reference point alongside the MWS assessment.

> **Note:** This layer does not have to mean identical checks for every role. The technical evaluation can assess different technical areas depending on the person’s profile. We do not promise the same exact evaluation for every single professional.

L 03 BACKGROUND & REFERENCE VERIFICATION

Verification → **Background & Reference Reports**

Technical capability is one part of the assessment. Professional history is another. The final layer focuses on information about the professional's background and previous experience.

Checks may include

Depending on the requirement, these may include:

- Identity verification (Complete Background Verification)
- Employment history
- Education or qualification verification
- Professional references
- Other agreed checks relevant to the role

What the client receives

When checks are conducted, the relevant results are provided through background and reference verification reports.

These remain separate from the MP Profile and the independent technical evaluation.

Why we do this

The purpose is to give the client additional information about the professional's stated background and previous experience before deployment.

HOW THE THREE LAYERS WORK TOGETHER

Layer	Primary Question	Client-Facing Output
1. MWS Fit & Suitability Assessment	Is this professional a suitable match for this opportunity?	**MP Profile + MWS Rating / 5**
2. Independent Technical Evaluation	Can the professional demonstrate the required technical ability?	**Technical Evaluation Report**
3. Background & Reference Verification	Can relevant professional information be verified?	**Verification Reports**

The three layers are intentionally kept separate.

- **The MP Profile tells the client how MWS views the professional's fit.**
- **The Technical Evaluation Report provides an independent technical assessment where one is required.**
- **The Verification Reports provide information from the relevant verification process.**

WHAT HAPPENS BEFORE DEPLOYMENT

The general process is:



The exact sequence can vary depending on the role and the client's requirements.

A NOTE ON OUR INTERNAL PROCESS

MWS uses additional internal checks while assessing professionals.

These may include technical, experience, role-fit and red-flag reviews.

These are part of our internal assessment process and are not presented as separate client-facing stages.

> **The reason is straightforward: the client needs the relevant outcome and supporting information, not a copy of every internal assessment step used by MWS.**

OUR APPROACH

> **We do not treat a resume as proof of capability.**

At the same time, we do not believe that any assessment can guarantee future performance.

Our approach is to review the professional carefully, provide the client with relevant information, and use independent evaluation or verification where it adds value.

> **The final decision remains with the client.**

Important

This framework describes MWS's standard talent assessment and verification approach. The exact checks and level of verification may vary depending on the role, client requirements, engagement structure and applicable requirements.

No assessment or verification process should be understood as a guarantee of future performance.