



# FIND QUALIFIED STAFF

by Eduardo Nieto

**G**ood administration involves hiring qualified staff. To do this effectively, there are three Bible passages that are relevant to the process.

## *Identify the need*

First, understand the work to be done in a particular position, so as to look for staff to meet that need. This is foundational. In Exodus 18 we read,

*Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening? . . . What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone" (vv. 13,14, 17,18).*

One of the biggest obstacles to finding qualified staff is the fear of delegation, but here Jethro points out Moses' need—"the work is too heavy," he says.

## *Establish the profile*

Jethro helps Moses to establish the profile:

*"Select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials" (v. 21).*

Before hiring, make sure you know what requirements are needed for the position, so you can look for persons who fit the necessary profile.

In Exodus, chapter 31, in giving instructions concerning the ark and its surroundings (v. 7), God gives Moses the profile of the persons who are able to do the work: Bezalel and Oholiab. Note that God mentions their families. Learn about employment candidates' backgrounds. Often, the tone of the relationship a person has with his or her family sets the tone for the way they relate to authority in the workplace. It is very important to obtain recommendations from trustworthy sources. Beware of strangers.

God describes the workmen's skills. About Bezalel, he says,

*"I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts, to make artistic designs for work in gold, silver and bronze, to cut and set stones, to work in wood, and to engage in all kinds of craftsmanship" (v. 3-5).*

Since there was too much work for one person, God tells Moses Oholiab can help Bezalel. He also praises Oholiab's skill. Managers must form teams where members work well with one another. Well-designed teams provide stability and encouragement.

Just as in the previous cases, in Acts 6:1-6 the disciples determined what specific work was needed—care for widows and table service. They knew how many people could handle the job. They developed a specific profile for the persons to be hired: "seven men ... known to be full of the Spirit and wisdom" (v. 3). In looking for qualified staff, in addition to the fullness of the Spirit, they considered the prospective applicant's wisdom—perhaps including secular training.

## *Rely on set guidelines*

In the New Testament, Matthew 20:20-22 says:

*The mother of Zebedee's sons came to Jesus with her sons and, kneeling down, asked a favor of him.*

*"What is it you want?" he asked.*

*She said, "Grant that one of these two sons of mine may sit at your right and the other at your left in your kingdom."*

*"You don't know what you are asking," Jesus said.*

When managers fail to take the need and the established profiles into account, they can commit the error of hiring a person or persons due to the influence of a relative or friend of the ministry, without first defining the work to be done. Avoid this. Follow predetermined guidelines in your hiring process. ♦

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