

Competencies in Recruitment

Recruitment

Where an organisation wishes to recruit to a specific post, competencies can be extremely helpful in ensuring recruitment success. We have all met people who 'talk a good game' in interview and who can be very impressive but then fail to deliver in the actual role. Competency recruitment processes close down the possibility of poor recruitment decisions, remove subjectivity and ensure a robust, transparent, defensible process which can withstand scrutiny should claims of discrimination be forthcoming.

Competency interviewing ensures that candidates are required to demonstrate the skills rather than just 'talk' them which reduces the possibility of a candidate claiming they have attributes which in reality they do not possess.

Before the advantages of a structured and targeted approach to interviewing can be accessed the selection competencies have to be defined.

Our Approach

- ✈ We would familiarise ourselves with the vision and values of the organisation through discussion with the HR and OD Manager and / or other appropriate personnel - ensuring thorough understanding of the role and culture fit requirements for the position.
- ✈ We would then analyse job descriptions and person specifications if available or if not work with you to draft these.
- ✈ We would then produce a draft view of competencies for approval by the organisation and undertake amendments if required.

Competency Interviews

We can either draft competency based questions for you to use in your interviews or if you prefer undertake the interviewing on your behalf or with an internal panel. We also provide training for your staff on 'Competency Interviewing' techniques. Please see the section on 'Training in Competencies'.

Assessment Centres

We design and deliver assessment centres which will test specific competencies required for the post. We will carefully select or design an assessment process which is fit for purpose and facilitate the event and provide feedback for both the organisation and the candidates.

We are also able to provide psychometric testing and ability tests. Please see our separate information on this service.