

## Recruitment Consultancy

Our approach to recruitment consultancy is to work alongside managers and HR professionals, building their capacity to carry out high-quality recruitments on their own in future. Our team of consultants are highly experienced and qualified to develop competency frameworks, design assessment tools, conduct insightful interviews, and administer and interpret aptitude and psychometric tests.

### Overview

<b>Type of Learning:</b>	Consultancy
<b>Suitable for:</b>	Anyone who needs a high performing recruit to fill a critical vacancy
<b>Duration:</b>	Timing depends on scope of project
<b>Key Question:</b>	How can we maximise the likelihood that the person we select will go on to give a great performance in their new role?
<b>Expected Outcomes:</b>	Either a great recruit or a clear rationale for why you need to keep on looking!
<b>Content Information:</b>	<p>The Leadership Team has conducted several research studies to identify the competencies that are required for effectiveness in international organisations (for both National and International staff). This research has led to the development of a structured methodology for recruitment:</p> <ul style="list-style-type: none"> <li>➤ <b>Job Analysis and Identification of Recruitment Criteria.</b> We have a depth of experience in analysing jobs and drawing up competency frameworks. We can work with an existing framework or produce a new framework if required</li> <li>➤ <b>Designing Assessment Tools.</b> We produce tailored application forms, application-processing tools and structured interviews according to your needs</li> <li>➤ <b>Designing Work Sample Tests.</b> Amongst the most accurate of all appraisal tools, we develop work sample tests so that they closely mimic the types of activities which the job holders will be expected to carry out</li> <li>➤ <b>Conducting Structured Interviews.</b> Structuring interviews massively increases their predictive effectiveness. Our interviewers are trained in sophisticated interviewing techniques which allow us to accurately identify evidence of competence (or incompetence!).</li> </ul>

- **Training In-house Interviewers.** Our philosophy is always to capacity-build organisations so that they are able to sustainably manage their own human resources. We train and coach any in-house interviewers who would like to participate in the recruitment process.
- **Administering Aptitude Tests and Personality Inventories.** Aptitude tests and personality inventories have very high predictive validity. The Leadership Team has the necessary licences to administer and interpret a range of British psychometric tests. We have substantial experience of using these tests in the international context.
- **Conducting Background Checks.** Unfortunately, some highly competent and intelligent candidates have used their skills to engage in illegal or unethical activities. It is essential that referees are interviewed at least by telephone, and possibly face to face, in order to pick up on the hints and nuances which warn of such unacceptable past activities. Although no-one can guarantee 100% reliability in this area, we are experienced in making a thorough and diligent effort.

## Contact Us

For further information about this solution, or to receive a formal proposal, please contact [info@theleadershipteam.org](mailto:info@theleadershipteam.org)