



Promoting someone from within your team?

Internal Recruitment Process Support

Managing an internal recruitment process can pose a challenge for an organisation, even when talent is available.

Collins McNicholas can assist by providing a transparent and impartial process, with detailed developmental feedback for both successful and unsuccessful candidates.

Collins McNicholas Recruitment & HR Services Group

What can Collins McNicholas provide?

Collins McNicholas can provide a structured, objective and fair recruitment and assessment process, including developmental feedback for each applicant.

- ✓ Collins McNicholas can become as involved in the process as the client company require. From carrying out pre-selected psychometric assessments on behalf of the client company to outsourcing the entire process
- ✓ Provide assistance in the selection of appropriate testing based on the nature of the role, level of the role, behaviours required and nature of the working environment
- ✓ Link assessments to internal competency framework or established job descriptions as required
- ✓ Provide detailed developmental feedback to candidates using one-to-one coaching feedback sessions and written reports
- ✓ Provide concise feedback to organisation on candidate performance in an agreed format, including interview probing questions as required
- ✓ Assessments administered by a trained and experienced Assessor



Outcomes

- Using unbiased and appropriate assessments all candidates will feel that they have been treated fairly, leading to a continued positive environment.
- Developmental feedback and coaching sessions can provide individuals with the tools they need to further their skills and knowledge within the organisation.
- Collins McNicholas provides this service in a confidential and professional manner within guidelines agreed with the organisation.



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