

Assessment Centres



Prospect's Assessment Centre process is highly effective where there is a need to build or supplement a workforce through the recruitment of a high number of operators / technicians that meet predetermined selection criteria.

The assessment centre process comprises three key stages - Job Mapping / Assessment / Selection.

Job Mapping

At Prospect we work with you to identify the organisation specific competencies required to successfully perform in a given role and achieve culture fit between the candidate and organisation. This involves:

- Identifying and meeting with your high performers
- Creating a comprehensive job map
- Reconciling the resultant job map and create appropriate selection criteria

Assessment

With an advertising strategy geared to attract the best candidates in the marketplace, Prospect conducts initial screening checks to ensure only quality candidates progress to the assessment centre phase.

We develop behavioural interview guides and tailor specific experiential activities that allow candidates to demonstrate job specific behaviour you require at your organisation.

Prospect will then facilitate a 3 to 4 full-day Assessment Centre to include psychometric assessments, behavioural interviews and experiential activities.

Selection

Upon identification of the candidates to be hired, the final screening is conducted by Prospect, including reference checks.