

## Acting as a seamless extension of our clients team

### The Client need

Our client, a global leader in property services, undertakes an extensive graduate recruitment programme each year. With a small in-house graduate recruitment team they were looking for an organisation to work in partnership with them and to take on some of the key elements of the recruitment process. It was essential that the chosen organisation could work in close collaboration with their internal team and deliver a seamless service to candidates.

### What we did

To ensure that our project team fully understood the client, their culture and values to enable the Asesoria team to properly represent them and their brand, significant time was invested before commencement of the assignment in meeting with the in-house team and conducting internet research on both the client and their key competitors.

Once the client had conducted a first line screen of applications against hard criteria including the right to work in the UK and certain academic requirements, the assignment then involved Asesoria Group carrying out the 2<sup>nd</sup> line screening of approximately 300 applicants against a competency framework. The project required our team to remotely access their graduate management system to both view the applications for screening purposes and to provide updates and feedback. The screening was carried out in 4 days to meet required timescales and outputs were agreed up front for us to provide a long list of candidates.

When the remaining candidates had completed a range of on-line assessments the numbers were reduced to a short list of around 130, and Asesoria Group were then responsible for conducting competency based telephone interviews. To give greater flexibility to the candidates we offered telephone interviews slots between 8am and 8pm including over a weekend. This process further reduced the short list to around 45 candidates who were subsequently invited to a final stage of assessment centres.

### The Outcome

We completed all parts of the process within agreed timescales, and delivery exceeded client expectations. All reporting was comprehensive and timely, in compliance with the client systems. The candidate feedback was consistently high, and clearly demonstrated that we were able to positively promote the employer brand throughout the process.

#### What Our Client said

*"The Asesoria consultants acted as a seamless extension of our Graduate recruitment team, advising on key areas of process, delivering a timely and high quality service that exceeded our expectations. Delivering high caliber candidates throughout the three years we worked with them.*

#### What the candidates said

- *'Very positive stage in the interview process, the telephone interview felt more like a 'face to face' meeting than a phone call.'*
- *'Interviewer was friendly, easy to engage with and informative.'*
- *'Very friendly, settled my nerves and hopefully drew the best out of me.'*
- *'I experienced a far more laid back, approachable and accommodating atmosphere'*
- *'Was suitably challenging and yet the atmosphere allowed me to relax and perform to the best of my ability.'*
- *'The telephone interview was as long as I expected and started on time. I was pleased with how the process was conducted'*