

TOP LEVEL JOB & PERFORMANCE MATCHING

Transparent Competency and Behavioural Hiring

Introduction

Hiring top performing managers is one of the most valuable activities a company can do for their business. However, most organisations have not moved away from traditional hiring procedures. Despite our increasingly competitive business environment, decisions based on impulse, 'gut feeling' and/or the outcomes of traditional psychological assessments are still common in the hiring process.

The overriding importance of behavioural performance is thereby undervalued and a traditional and reactive approach allows one to take the legitimacy of stated achievements on CVs for granted.

Whereas traditional selection focuses primarily on evaluating a candidate's skills and professional qualifications, competency and behavioural hiring takes the matching of job and candidate to a more sophisticated level. We consider behavioural conduct, personality and individual talents to be equally important as skills, knowledge and professional qualifications.

Transparent competency and behavioural hiring

We use methods relevant today to assist you to choose the best person for the job. We don't recruit but we evaluate, match and screen. It's all about acquiring the right influence for your company's culture, results and leadership development. The right choice also has a positive impact on attracting and retaining talent. We assess your candidates' values, agendas, professional records, strengths and limitations and the value they are expected to bring to the organisation.

Pre-employment screening of key managers:

US: 80 %, UK: 65 %, NL: 10 %!

Source: NRC Next, 23-02-2011

Our step by step matching approach

- ◆ Analysis of parameters of the position: authority, objectives, core competencies, responsibilities, expectations.
- ◆ Data Collection with candidate's consent: CV, verification of stated accomplishments, consultation of public records to prevent damaging disclosures after hiring.
- ◆ In-depth interviews by two expert interviewers: background, ambitions, achievements, interests, leadership and communication styles.
- ◆ Professional profile comparison between job and candidate.
- ◆ 360° feedback from business colleagues and associates in business. Referees are provided by the candidate.
- ◆ Written report of the performance match between candidate and job/role. Clarity regarding areas requiring attention, pitfalls to be avoided, discrepancies and the added value the candidate would bring to the organisation.

Benefits

- ◆ Two highly qualified and experienced professionals in their fields, Caroline Allertz and Janet Poot lead the process (www.jpcint.com).
- ◆ Impartial insights! There is no conflict of interest as we help you appoint the best of your candidates but we don't function as a recruitment agency.
- ◆ Transparent, thorough and friendly process for both client and candidate.
- ◆ Critical enquiry into background and character best done by an external party.
- ◆ A practical, focused report that will help you take the right decision.

Why use JPC's expertise?



Selecting candidates for key positions is an activity that is as old as business itself. But what does it take to do it exceptionally well today?

- ◆ A skill and a talent.
- ◆ A true understanding of cultural differences - an expertise that cannot be learned overnight.
- ◆ International entrepreneurial experience to identify key criteria candidates should meet.
- ◆ Professional executive coaching and career guidance experience to gain valuable insights into the candidate.
- ◆ A skilful combination of the above for a total picture of your most valuable new asset - another top performing key person!

Together, Caroline Allertz and Janet Poot provide this unrivalled all-round expertise!

Our philosophy, to quote Ronald Reagan:
"Trust, but verify".