

Collins McNicholas

Recruitment & HR Services Group

ONLINE ASSESSMENTS



MANUFACTURING OPERATOR ROLES

Collins McNicholas specialise in ability or aptitude testing for our clients. Our team are certified in Level A (Ability) testing, a qualification that is accredited by the British Psychological Society (BPS).



WHAT WE DO

We analyse the assessment requirements by examining the job specification, talking with the hiring manager/team leads and gaining an extensive insight into what the particular team do on a daily basis. This analysis can be conducted remotely – over the phone or by Skype / Microsoft Teams. The assessments can be administered online, allowing the candidate to complete the assessment safely in their own home or at a designated location. The assessments can be standard off-the-shelf validated tools or bespoke solutions tailored to each client's needs.



WHEN TO USE THEM

Online ability assessments can be used for operator level and product builder roles when aptitude in particular areas is required in order to perform well in the role. They are often used when there is a high volume of applications for roles or when it is not possible or unsafe to bring individuals on-site at the initial stages of the recruitment process.

These types of assessments can be used to screen out candidates performing below an agreed benchmark or to rank all candidates according to their scores. Examples of ability assessments include:

- Verbal reasoning
- Numerical reasoning
- Logical reasoning
- Checking / Attention to detail
- Diagrammatical reasoning
- Spatial Reasoning
- Mechanical Reasoning
- Microsoft Office Packages

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BENEFITS OF USING ONLINE ABILITY ASSESSMENTS FOR MANUFACTURING OPERATOR ROLES INCLUDE:

- Administered remotely; without requiring the candidate to be onsite
- Assesses ability or aptitude not easily viewed at interview
- Achieves better candidate “fit”
- Provides a fair and transparent process
- Analyse the strengths or potential weakness that a candidate has with a specific ability that is necessary for the role
- Ensures the process is standardised and reliable
- Useful when working with large volumes of applications



EXAMPLE

Campaign: Manufacturing Operator roles

Assessments chosen: Verbal reasoning, numerical reasoning and attention to detail assessments

- The assessments were carried out online by our team.
- The team scored the results, ranked the candidates in order and gave the client the shortlist to progress the applicants to the next stage of their recruitment process.
- This process was delivered in a short timeframe that was agreed with the client.

For further information please contact:



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