

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY



PERSONALITY PROFILE REPORTS - ONLINE ASSESSMENT

Collins McNicholas are currently providing online personality profile reports for a large multinational pharmaceutical/medical device manufacturer for all of their non-operator roles within the plant.

The Situation

- Higher than acceptable level of "poor" hires
- Higher than acceptable turnover of employees
- Need to deal with both internal and external applications fairly and transparently
- Requirement for fast paced process to ensure candidate retention
- Need to reduce "cost of hire" and "time to hire"
- Inconsistency of interview processes across the organisation
- Repeated interviews focusing on the same areas, leading to decision making based on limited information



THE PROCESS

Step 1:

Organisation contacts CMcN to request assessment, providing candidate names, email addresses and a description of the role.

Step 2:

Within 24 hours, CMcN send candidates a link to the assessment. They have 2-5 days to complete it (depending on the organisations requirement).

Collins McNicholas

Recruitment & HR Services Group

CASE STUDY

CONTINUED...

Step 3:

Once the candidate completes the assessment, CMcN develops a written, bespoke assessment report within 24 - 48 hours.

Step 4:

If required, CMcN will organise a call with HR or the hiring manager to discuss the candidate reports, and make recommendations for follow-up at interview.



THE OUTCOME

- Reduced "time to hire" and "cost of hire"
- Increased candidate satisfaction and retention in the process
- Better quality hires based on additional information and more targeted probing at interview
- Increased hiring manager "buy-in" and engagement with the recruitment process

For further information please contact:



Emma Woods
HR Services Manager

00 353 85 8868528
emma.woods@collinsmcnicholas.ie