

The cost of a “bad hire” on the manufacturing line can be particularly steep – increased quality issues, poor customer satisfaction, increased waste and downtime, and a negative impact on staff morale.

Our Solution

Collins McNicholas Recruitment & HR Services Group has designed and implemented recruitment and selection campaigns specifically tailored to improve the quality, efficiency and success of the Operator / Product Builder / Production Operative recruitment process.



- Assess skills not easily viewed at interview
- Achieve better candidate “fit”
- Provide a realistic preview of the role for candidates, leading to self-deselection
- Provide a fair and transparent process for all involved

Collins McNicholas has designed a multi-component assessment centre menu. In conjunction with the client, Collins McNicholas selects the most appropriate assessment processes based on the requirements of the role, and the needs of the organisation.

The Menu



VERBAL REASONING

Here candidates are required to interpret written instructions in the style of standard operating procedures. The language is specifically tailored to the manufacturing environment.



NUMERICAL REASONING

This test analyses candidates' ability to work with numbers and analyse numerical data. The language is specifically tailored to the manufacturing environment.



ASSEMBLY ABILITY

Here candidates are required to assemble a number of parts within a time limit. Candidates are issued with visual instructions to help guide them through the assembly.



ASSEMBLY USING A TOOL

This test involves using tweezers to move or manipulate small objects.



THREADING SKILLS

Here candidates are required to thread wires a number of times within a time limit. This test is similar to pushing a thread through the eye of a needle multiple times.



QUALITY DETECTION

In this test candidates are presented with a number of components and are required to identify poor quality materials either visually or by touch/feel.

Caroline Ward | HR Services Manager

Tel: 090 6478104 email: caroline.ward@collinsmcnicholas.ie www.collinsmcnicholas.ie

