

Our Clients

Assessing the candidates

Interview / Candidate Management / offer stage

Other Core Qualities & Capabilities

Develop the pool of candidates

Understand the job requirement

Our Consultants

McCabe & Barton

HR

- Create technical tests with the client to allow for rigorous technical evaluation
- Conduct detailed formal and informal reference checks
- Agree candidate criteria with senior stakeholders
- Employ rigorous event-based interviewing techniques
- Use a small number of high-calibre, well-motivated, properly trained interviewers
- Agree assessment criteria up front and mark against those
- Send benchmark CV's early on in the process to ensure that the search is focusing on the right types of candidate
- Be creative: speak to a wide range of diverse individuals & contacts to get wider pool of candidates
- Advertise using technology-oriented jobites and social media campaigns
- Target specific organisations based on research
- Focus on diversity, target diverse networks and audiences
- Utilise relationships & networks to name-gather and get referrals

- Be open and honest with the hiring manager and the candidates at all times
- Provide fair and unbiased feedback in the client and candidate briefing and debriefing processes
- Demonstrate active support for the candidate and client's interests
- Involve the client at all stages of negotiations; keep them informed of potential glitches or issues
- Be clear and detailed in compensation discussions
- Advise the client if additional information or selling is required to close the candidate

- Continual feedback & weekly status reporting - written & verbal
- A small, agile organisation that prides itself on having great relationships, an in-depth understanding of our markets, our roles and our candidates
- We focus on candidate management throughout the entire process, resulting in an excellent ratio of offer to acceptance
- Our Consultants & Researchers have in-depth market & client knowledge in their niche areas
- When part of a search they are involved from the beginning and follow an agile-like approach

- Ensure there is consensus on the role content and candidate requirement between the senior stakeholders
- Consider how company culture and context affect the candidate and role
- Identifying the team the candidate will work with or need to recruit
- Specifying pertinent skills, experience and qualifications
- Define specific demands of the role

- Recruitment Strategy/ Planning & Forecasting/ Organisation & Design
- Sourcing - consultancy/contract/permanent
- Job families/specifications
- Technical tests/ Psychometric tests
- Career planning/ Sustainable succession planning
- Diversity recruitment
- Talent management
- Capability Matrix definition
- Competency-based Interviewing against Capability Matrices
- Objective-setting
- Culture change
- Recruitment process