

CASE STUDY

External Assessment & Evaluation

Client : Oil & Gas
Region : Europe



Challenge

As part of the **graduate engineering recruitment drive**, this leading international industrial group launched an initiative to include more managers from different functional disciplines in the selection process. Up to this point, the managers were only involved in the selection for their own functional area. The executive management wanted to encourage a more **collaborative and transversal selection process**, instead of the previous silo approach.

Given the scope of this initiative, **Terra Connecta** was asked to manage the application and preselection process, with an objective to present between **20 – 25 excellent candidates**. In addition, **Terra Connecta** designed & ran assessment centers for several recruitment days with the identified managers & pre-selected candidates.

A critical success factor was to **engage all managers in this group initiative** and promote the vast **diversity of career opportunities** to the selected graduates, instead of the individual silos.



What did we propose ?

- Managed all graduate applications from A-Z
- Preselected the best suited candidates for telephone /skype interviews
- Presented a short-list (25 CVs & brief interview reports) to managers
- Manage all interaction with candidates
- Invite all candidates selected to the recruitment days.
- Manage all negative responses
- Design the assesement center, run a brief training session with managers,
- Accompany all managers at the assessment center & with the debriefing.
- Participate in the overall recruitment choice made by all the managers



Result

Very positive feed-back from the managers, who were 100% implicated and committed to recruit the best graduate engineers for all functional areas. This collaborative approach represented all activities as a group and it also facilitated cross functional discussions concerning recruitment, career development and the future.

