

Assessment & Evaluation Recruitment, Internal Mobility...

Value Proposition

We propose **Assessment & Evaluation solutions** to accompany **talent managers** with selection for external **recruitment, internal mobility** and **career advancement**.

First of all, to facilitate **talent acquisition** and **recruitment** teams, we propose to manage the **selection process** and **validate candidates, pre-selected** by the company.

In other words, we provide **individual assessments**, including **structured interviews, psychometric testing**, as well as group **assessment centers** (if necessary).

Secondly, to facilitate **talent managers** with decisions for **internal mobility, career advancement, expatriation, etc...**, we propose a **similar external assessment**.

Above all, this solution provides **unbiased objective assessment**, and **frees up the managers' time**, adding value to the **overall talent decision**.

Finally, as **experts in international recruitment**, we constantly work with **candidates & hiring managers** across many **cultural frontiers**. As a result, we approach all assessments with **cultural sensitivity, openness** and **confidentiality**.

Process

- Extensive consultation with company to **identify** the **objectives, challenges...**
- Understand company culture, the organization structure, management style...
- Adapt the solution to **clients' specific needs** (recruitment, internal mobility, expatriation, career advancement)
- Clarify required skills, behaviors, capabilities, salary range, etc.
- Choose assessment tools, psychometric tests, etc
- Prepare the assessment centers (if necessary) & and manage
- Invite identified candidates for structured interviews
- Carry out psychometric testing for each specific assessment request
- Manage candidates throughout the process & provide constructive feed-back
- Prepare reports for client with recommendations
- Carry out "Reference Checks" if required for recruitment purposes.
- Etc

Fee Structure

We propose a **fixed fee** for this **solution, per candidate, per assessment**, agreed transparently with the client before each project. **No additional fee is charged per hire**.

Terra Connecta

42 Avenue Montaigne
Paris 75008

Tel : +33 1 4265 0166

amronayne@terraconnecta.com

<https://www.terraconnecta.com>