



WasteRecruit

Search and Selection Services



The **Challenge**



Recruitment just
takes too much of
my time

It takes six months
to find out what
someone is really
like

We feel that staff
don't last that long

I can't afford to get
it wrong

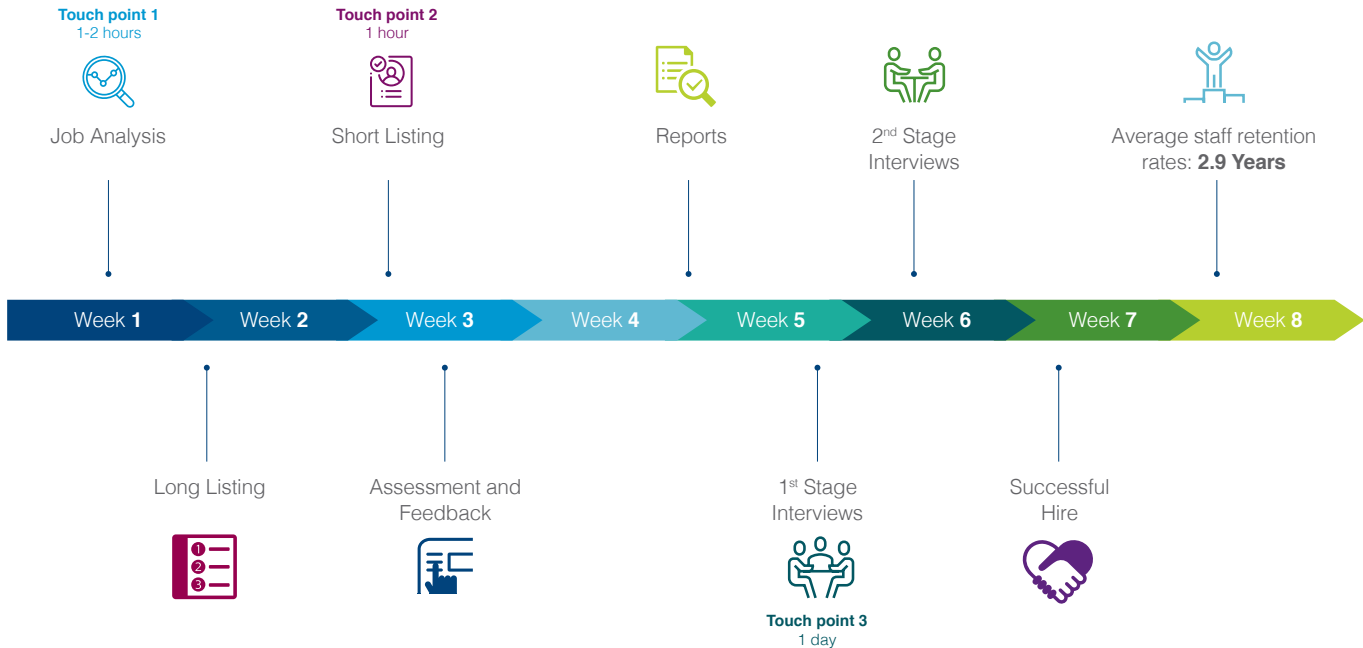
WasteRecruit combat these challenges and boast an industry
leading average staff retention rate of **2.9 Years.**



The Timeline



Average time to hire: **42 days**



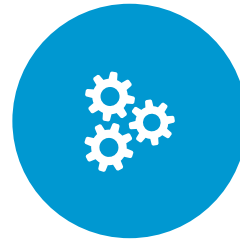
The **Job Analysis**



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What does great look like?

Profiling of internal people
– line manager, high
performers, current job
holder.

Savile WAVE and
aptitude testing.

**Using the results we
are able to identify
key competencies and
use this framework as
a benchmark for the
selection process.**



How does the **assessment process** work?



Aptitude Testing

- We measure how quickly and effectively candidates are able to absorb and process different types of information.
- Those with high natural aptitude typically perform better at work.



Numerical



Verbal



Abstract

Personality Profiling

- We use the Saville WAVE profile to ensure the right personality to fit the culture of the business.



Thought



Influence



Adaptability



Delivery



Feedback Session



1-2 hour candidate
feedback session



You will receive a 2 page
written report



Contextualised
results



Areas for further
questioning at interview



Interviews



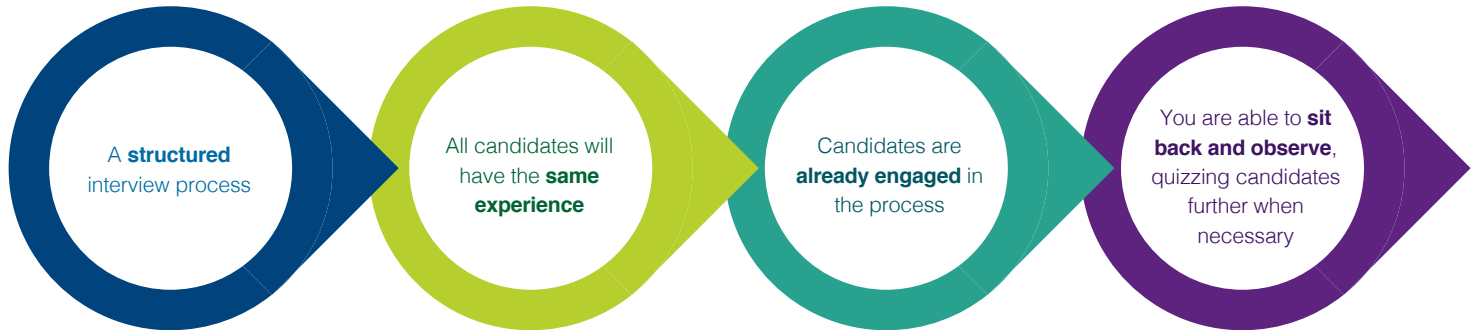
We will design your interview questions based on the key competencies identified for success.



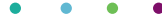
We will lead your interview process allowing you to sit back and observe.



The **benefits** of letting us run your interview process



The Outcome



The candidate will have the right competencies to **deliver high performance**



The candidate will have the **right personality** to fit the culture of the business



You are able to make **better informed** recruitment decisions



Retention rates **will increase**



Measuring **Success**



Average staff retention
rates: **2.9 Years**



Average time to hire:
42 days



100%
Success rate

