

# Industry Leading Recruitment Methodology



Beilby Consulting was established in 1973 and represents one of Australia’s most recognised Executive Recruitment Firms. Beilby Consulting offers an industry leading 2-year Candidate Performance Guarantee.

## THE CHALLENGE

Beilby Consulting review over 10,000 Candidate applications per annum. With this volume, complexity and seniority of roles, Beilby Consulting required a selection methodology which would identify the best possible candidate and ensure that they not only met but exceeded the 2-year performance guarantee.

## OPRA’S SOLUTION

OPRA drew upon 100 years of global research to develop a process which would deliver the greatest predictability of Candidate Performance.

Beilby’s Executive Recruitment process includes:

- Expert Job analysis to identify critical job competencies
- Structured behavioural interview questions developed for ‘phone screening’
- Psychometric Assessment, using the Psytech Assessment System, for all ‘long listed’ candidates
- Customised work sample tests developed to assess the core competencies required for each role
- The above culminates in a facilitated Executive Assessment Centre, the outcome of which is:
  - A **Candidate Comparative Matrix**, which summaries all key data points and provides clients with an **Order of Merit**.
  - A customized **On-Boarding** plan developed for the successful candidate, which incorporates strategies designed to enhance the performance of the individual, their team and the organization
  - An individual **360 Degree Survey** is conducted to measure performance viewed by Management, Peers, Subordinates and key Stakeholders

## RESULTS

- An industry leading recruitment process which offers Beilby Consulting’s clients a robust, objective and defensible Recruitment Service
- All Recruitment Consultants are Accredited with the British Psychological Society to interpret the Psytech Psychometric Assessments
- Over the past 5 years, Beilby Consulting have had a 97% success rate of all placements performing beyond the 2-year Guarantee period

“In an Industry where there is very little innovation it’s about ensuring the process is underpinned by robust scientific rigor. Having expert independent advice from OPRA provides us the confidence in offering a 2-year performance guarantee.”

David Gallagher  
General Manager