



SUCCESSFUL RECRUITING

Supporting a company's development and securing recruitment

In an environment where the labour market was feeling the pinch, the inhouse recruitment department of an expanding company was keen to hire the assistance of BPI. We were called in to deal with a very substantial need for external recruitment. There was also the no small matter of respecting time-frames, guaranteeing volumes and securing recruitments over the long term.

► Backdrop

FAST AND VERY WIDE-SCALE RECRUITMENT

The company in question was projecting significant and sustainable growth in recruitment for the years to come. As an example, recruitments scheduled for 2006 were 20% higher than the 2005 figure and recruitment volumes were destined to grow still further in the years thereafter under the combined effects of massive retirement affecting certain age brackets, growth of the company's professional sectors and the company's expansion.

In this setting of massive recruitment, BPI consultants stepped in to measure the advantages, growth prospects and potential risks linked to each candidacy.

► Mission

ASSESS AND EXPOSE TO REAL-LIFE SITUATIONS

BPI set about locating the main structural features of personality in candidates, assessing their skills, identifying their motivation and involvement, ascertaining their ways of adapting to different business situations and identifying areas of risk.

Over and above immediate adaptation to the post or duty to be filled, the selected candidate had to be able to integrate and mature within the company.

BPI took full account of each function's environment, the culture of the Group, of its industry and business units, and of the ongoing standards governing relations.

Through their behaviour and attitude, candidates had to be able to be recognized as future employees able to drive the company's growth dynamic.

Method-wise, BPI decided **to combine several approaches**: structured interviews, psychometric tests and for really tough-issue areas, dealing with real-life situations. This combination made it possible to lower the significance of simple statements for the benefit of close observation of behaviour and attitude.

► Outlooks

EXPANSION

Beyond immediate adaptation to the post or duty on offer, selected candidates have successfully integrated and their development within the company has been made that much easier. Recruitment is reliable and the company now deploys this type of operation on several sites in France and with several different types of people profile.