

Collins McNicholas

Recruitment & HR Services Group

INTERNAL DEVELOPMENT



PROMOTING SOMEONE FROM WITHIN YOUR TEAM

Managing an internal development process can pose challenges for an organisation, even when talent is available. Collins McNicholas can assist by providing a transparent and impartial process, with detailed developmental feedback for both successful and unsuccessful candidates.



WHAT CAN WE PROVIDE?

- A bespoke package tailored to client's needs depending on the required level of involvement, such as testing-only to complete outsourcing of process
- Appropriate testing based on the nature of the role / working environment
- Link assessments to internal competency frameworks or established job descriptions
- One-to-one coaching and feedback sessions to candidates including written reports
- Precise feedback to organisation on candidate performance in an agreed format, including interview probing questions as required
- Assessments administered by trained and qualified Assessors



OUTCOMES

- Candidates will feel that they have been treated fairly, contributing to a positive environment within the organisation
- Developmental feedback and coaching provides individuals with tools to further their skills within the organisation
- A service provided in a confidential and professional manner, within set guidelines

For further information please contact:



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