

## Search and Selection

Hiring new employees can be viewed as an expensive exercise when using a third party supplier. Technology has enabled organisations to advertise directly to the marketplace at a low cost. However, the selection of a new employee is possibly one of the most important decisions a manager must make and the time and resources we dedicate to it can assist or hinder good choices.

Taking a holistic approach where not only skills and experience are matched to a position description, but cultural fit is also determined, means a more informative decision can be made in the selection of a prospective employee.

Career Express employs experienced consultants to assist employers with providing the "right" framework in which to undertake the selection process. We look not only at the benefits the client has offered with the position opportunity but what the prospective candidate can offer the client.

Utilising a number of tools we work in partnership with our clients and candidates. We review competencies including leadership styles, subordinate styles, team fit and development needs ensuring there are no surprises in the process. Extensive reference checking is also part of our process.

Getting the selection process right ensures that staff retention and costs are limited and that organisations are getting value and increased productivity from their greatest asset - their employees.

At Career Express, we provide the following services

- Development of selection attraction strategies
- Psychological assessment tools
- Assessment Centres
- Competency based profiling/position descriptions
- Executive Search
- Management of selection process for multiple or single positions
- Mailbox Service