

Using Thomas International profiling techniques as a key part of an innovative selection process

Overview

The Borough of Hinckley and Bosworth recently appointed echelon as advisor in all stages of a procurement process that saw an existing response repairs service move to using a single source Contractor, utilising the adoption of a hybrid cost model and the introduction of continuous improvement through incentivised KPIs.

Role

As part of the procurement, echelon were tasked to devise an innovative process to recruit an exceptional candidate for the position of Maintenance Manager. The recruitment process was to draw out and assess some of the other key skills the stakeholders believed were required for the position of Maintenance Manager for the new repairs service.

Recruitment Process

A recruitment day was organised where each candidate carried out a number of practical exercises ranging from writing a letter in response of a Resident complaint to a 10 minute presentation to stakeholders detailing the critical success factors of a response repairs scheme.

Each candidate completed a Thomas profile during the initial application stage, the results were analysed and a number of tailor made questions were drawn up for each candidate.

The bespoke questions proved the accuracy of the profiling by the responses the applicant made, these were then cross referenced to the job profile and the applicants were rated for job suitability.

Thomas Profiling

Thomas International is a leading provider in PPA (Personal Profile Analysis), which provides an insight into how people behave at work.

Personal Profile Analysis is a questionnaire with a series of 24 forced-choice questions, in which the individual selects one adjective most like them and one least like them per line.

The results are an extremely accurate and in-depth reflection of an individual's work style, providing an understanding of how a person prefers to behave at work and the characteristics they will demonstrate.

By comparing the personality behavioural requirements of a particular job role to the personal profile of candidates, Thomas International has designed a guideline that offers expert opinion on how good a fit there is.

Aaron John of echelon consultancy is a certified Thomas International Practitioner.

“ echelon have provided this Council with a first-class service and have proved to be innovative and dynamic in their approach to overcoming barriers to success. I look forward to continuing to work with them in developing our service and contract delivery, and to expanding this relationship into other areas ”

Hinckley & Bosworth Borough Council