

Selective Services

In this current economic climate, candidate availability is on the rise resulting in a growing number of job applications and subsequently intensifying the recruitment process. Processes include candidate screening, administrative follow up, interviewing and professional communication with candidates.

Who in your business can afford to take time away from their core focus to manage the higher volume of calls you will inevitably receive in this candidate-rich market?

Not only do we offer end-to-end recruitment assistance but through our selective services we are able to tailor a solution to your organisational needs.



Our Selective Services Include:

- **Skills and Psychometric Testing:** Locher has extensive experience in the provision of in-house psychological profile testing and reporting, and in executive assessment centres. We have access to a broad test battery and qualified psychologists who tailor psychological assessment to best assess your role requirements and the candidates to fit these.
- **Shortlisting and Telephone Screening:** Once applications have been received and reviewed, we undertake interviews with those applicants selected for preliminary interview, from which we will then narrow the field to a shortlist. Our interviews are structured to reveal relevant information regarding the suitability of applicants to successfully undertake the role.
- **Advertisements and Job Descriptions:** These are fundamental marketing tools and ensure that you attract the right calibre of candidate.
- **Mailbox Service:** To receive, track, sort and respond to applicants. Even in a softer recruitment market it is important that candidates receive a positive experience from your company. This includes acknowledging all applications, telephone screening and keeping them up to date on the progress of their application.
- **Interviewing:** We can provide a Locher consultant prepare the panel report and provide additional support to your panel as required.
- **Reference Checking:** Extensive reference checks are conducted on preferred applicants. Subsequently we gain further information from previous employers, colleagues and reports, as appropriate to the role under consideration so that feedback on a 360° basis is obtained.