



## OUR RECRUITMENT SERVICES

# FOR YOUR COMPETITIVE ADVANTAGE

Our recruitment and assessment centre services will help you to find the right person for the job. Motivated and skilled personnel is the key to any organisation's success, for which reason it is always worth investing in the recruitment process.

*Hiring a new employee is expensive and there is always a risk involved.*

The expense of suitability testing is a fraction of the expense caused by hiring the wrong person for a job. We can help you to recruit and select a new person or relocate an existing employee to a new position.

### Why us?

KoulutusAvain is a local business from Kainuu area of Finland, with over 25 years of experience from helping public and private sector organisations to succeed in their recruitment practices.

Our consultants have extensive recruitment experience from Finland and the U.K., and we can carry out recruitment and testing in Finnish or English languages.

With our help you can gain explicit information on the applicant's KSA's (knowledge, skills and abilities), personality and motivation as well as their overall suitability for your position.

We can help you with your full recruitment process or carry out selected parts of it. The tests that we use are officially standardized psychometric tests. Test results will remain with the employer and many choose to use the test results to guide performance management activities.

### Full recruitment

Our full recruitment service includes establishing your recruitment needs and carrying out all necessary activities, such as advertising for the jobs, handling applications, answering client inquiries, carrying out interviews, designing and running assessment centres and providing recommendations on the suitability of the candidates for your position.

### Selected recruitment

We can also carry out parts of your recruitment process. For example, we can design and conduct assessment centres on applicants that you have interviewed, or we can simply manage the first round of interviews.

We can also execute the recruitment process without assessment centres.

### Assessment centre

AC typically involves two interviews, selected cognitive and personality tests, group simulation exercises and language tests. Each applicant receives their own confidential report. The employer receives a full report including personal report on each applicant, comparisons between the applicants and recommendations on the suitability of the candidates for the position.

Contact us

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