



CASE STUDY

Inclusive Recruitment Practices

PROFILE

A multi-national consulting practice, 3,000 FTE

INDUSTRY

Professional Engineering Consulting

CONTEXT

Our client employs a highly diverse workforce across New Zealand, Australia and Singapore in a market where there is a global shortage of professional engineers.

KEY BUSINESS REQUIREMENTS

In order to ensure the optimal attraction and recruitment of professional staff from across the globe, our client wanted to ensure that their recruitment process is free from unconscious bias and encourages the selection of high-potential candidates irrespective of gender, age or ethnic background.

OUR OFFERING

The head of HR approached Diversitas and asked us to match the existing competency model with an interview guide and rating system that covers every level of the business up to Managing Director level. The approach we took was to develop a framework and guideline document which promotes inclusiveness, reduces unconscious bias and allows the hiring managers to follow an objective, evidence based and quantifiable approach to attracting and hiring key talent.

IMPACT

Hiring Managers are better equipped to conduct interviews in an inclusive way which reflects the needs of the diversity of global talent available to the organisation. This has supported them in their overall objective of broadening the diversity of their workforce, whilst ensuring that they grow a culture of inclusiveness.

