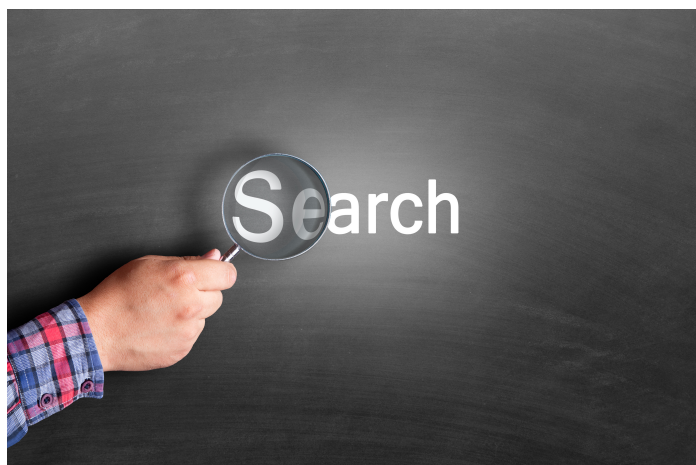




People Analytics Recruitment: Advisory Service



About Workforce Dimensions

Workforce Dimensions are a dedicated People Analytics practice.

We recognise that People Analytics is a specialist discipline vital to a strategic data-driven HR function.

We understand that because of this specialism organisations often struggle to position and successfully recruit into People Analytics roles.

In many cases they making their first appointment into this space

How we can help

We are committed to building a community of highly skilled and analytically focused HR practitioners; as a consequence we understand the attributes and experiences that great People Analytics practioners should have and speciliase in helping organisations make the right hire at all levels of seniority

We are not a Recruitment Agency

Typically a recruitment agency will act as the intermediary between an organisation seeking to fill an open position, and candidates looking for a new role. They will take a brief from the client, draw up a shortlist of candidates drawn from their database and present this to the client for consideration.

The client will select their preferred candidates from the shortlist and the agency will arrange and coordinate interviews.

The organisation will then complete the selection process alone.

The agency is paid a percentage (typically between 15% and 30% depending on the nature of the role) of the first year's salary of a placed candidate.

Our Service is Different

Workforce Dimensions are recruitment advisors; we partner with our clients to establish what should be expected from an individual operating in a given role and the value that should be derived by the business; we then develop a Job Description tailored to the requirements of this specific role.

We continue to support our clients by reviewing applications, developing interview questions and jointly conducting interviews. We then help review delegate performance and offer advice on selection.

We charge a fixed fee for our services based on the nature of the role and the scope of services we are asked to provide.

Comparison of Services	Recruitment Agency	Workforce Dimensions
Take Recruitment Brief from the client	✓	
Determine Recruitment Brief in partnership with the client		✓
Develop Job Description and Person Specification		✓
Advertise role, and arrange interviews	✓	
Review applications and offer advice on candidates to be brought forward to interview		✓
Determine Interview Questions		✓
Conduct interviews in partnership with the client		✓
Review candidate performance at interview and offer Selection Advice		✓

Optional Services	Workforce Dimensions
Support Objective Setting for your new recruit	✓
People Analytics Coaching for first 3, 6 or 12 months	✓
On-going Professional Development	✓

To discuss your specific People Analytics recruitment challenge please contact **Sam Hill**

sam.hill@workforcedimensions.co.uk

Workforce Dimensions partner with organisations seeking to understand and maximise the contribution their people make to business imperatives.

As advisory consultants we have a track record of helping our clients isolate what really matters to their organisation and deliver insight that informs and drives business decisions.

Our core proposition is to Advise, Educate, Collaborate and Share exclusively in the field of People Analytics and Strategic Workforce Planning.