Candidate Assessments
Simple 3-Step Process

STEP 1

Simple BARS*-based User Interface
Configured to Your Needs

| MENU | NEOS HR |

Ref: 1076 , Position: 123 - Ross McColm , Information Technology

Knowledge and Experience | Company Values | Information Technology | Notes

▸ Data Management

▾ SQL Experience

☐ Has not demonstrated the necessary SQL experience to be competent in the role

☐ Has not demonstrated the necessary SQL experience to be competent in the role with a major omittance that may be attained through on the job training

☐ Has not demonstrated the necessary SQL experience to be competent in the role with a minor omittance that may be attained through on the job training

☐ Has demonstrated the necessary SQL experience to be competent in the role

☐ Has demonstrated SQL experience beyond the requirements of the role, with the addition of experience that will assist them in the role

☐ Has demonstrated SQL experience well beyond the expected requirements of the role indicating that the candidate may be suited to a more senior role

▸ Project Management

Cancel | Update | Delete | Approve | Supervisor Comment

*   *BARS (Behavioural Anchored Rating Statements)*

Advantages include:
- Configurable rating scale (e.g. pass/fail, 1-3, 1-5)
- Unique customisable descriptors for the rating scale of each Key Selection Criteria
- Configurable to different business groups (e.g. IT V's Admin)
- Interviewer additional comments
- Independent management comments can be included
- Independent approval
- Individual candidate strengths and weaknesses highlighted
- 'Big data' available for Corporate analysis
- Candidate recommendation reports automatically generated
- Full record keeping
- Full Quality Control
- Full Quality Audit trail

STEP 2

Automated Interviewer Notes and Candidate Recommendation Reports

NEOS HR

Assessor: Mark Shaw
26/10/20 , Ref: 1076

Candidate Assessment Report

Candidate Name:	Ross McColm
Recruitment No:	123

In our assessment, the evaluation of Ross McColm as assessed on 22 June 2016, should be graded as **recommended** under the Information Technology criteria.

Evaluation Results:
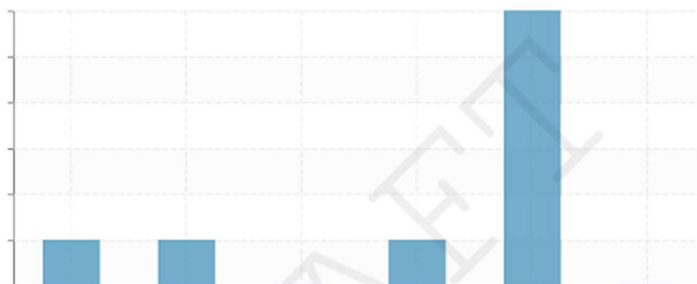
1. not recommended
2. not recommended
3. suitable with reservations
4. recommended
5. highly recommended
6. not recommended as considered beyond this role

This assessment has been reached on the basis that:

1. The knowledge and experience measures include:

- Possesses the minimal education and or training to be competent in the role with additional education and or training that may assist in the role

- Has demonstrated professional experience beyond the expected requirements of the role that will assist them to perform above the expected standard

- Has not demonstrated the necessary industry knowledge to be competent in the role with a minor omittance that may be attained through on the job training

2. The company values measures include:

- Has not demonstrated the OH and S values that align with our organisation

- Has demonstrated People values that go beyond that of our organisation

- Has demonstrated engagement within past organisations through active participation in teams or clubs

3. The information technology measures include:

- Has demonstrated data management experience beyond the requirements of the role that will assist them to perform above the expected standard

- Has demonstrated SQL experience beyond the requirements of the role, with the addition of experience that will assist them in the role

- Has demonstrated project management skills beyond the requirements of the role that will assist them to perform above the expected standard

For your action.

Mark Shaw
CEO

Trusted. Valued.
Experienced.

STEP 3

Management Dashboard

Ref ID	Date	Recruitment No	Candidate Name	Unit	Segment	Created by	Result	Approved
	x	x	x	x	x	x	x	x	x
1262	03/05/2018	1234	test 2018	Sample Interview	Administration	Mark Shaw	1	☐
1249	09/01/2017	999	Jamie Smyth	Sample Interview	Human Resources	Mark Shaw	4	☐
1226	04/24/2017	123	Mark Shaw	Sample Interview	Human Resources	Mark Shaw	4	☐
1189	02/20/2017	123	mark shaw	Sample Interview	Human Resources	Mark Shaw	6	☐
1076	06/22/2016	123	Ross McColm	Sample Interview	Information Technology	Mark Shaw	4	☐
1047	09/19/2015	123	Josie Jones	Sample Interview	Information Technology	Mark Shaw	4	☐

Dashboard includes:
- All history
- Unique ID per record
- Date created
- Type of Candidate
- Assessor
- Result
- Draft V Approved
- Exportable to Excel for detailed analysis

Trusted. Valued.
Experienced.