

## The Challenge



BNP Paribas Real Estate partnered with Saville Assessment to transform their graduate recruitment process at a time when they were anticipating an increase in the number of candidates applying for the Commercial stream following a merger.

### The new way of assessing applicants needed to:

have a strong focus on **candidate experience** to remain competitive in the graduate market

be **efficient** and scalable to avoid spending countless hours manually screening CVs

promote **diversity** and not adversely impact any candidates

be as **cost efficient** as possible

be **fair** and **objective**

## The Solution

We designed an assessment solution, which included implementation of our **Swift Analysis Aptitude test** and **Work Strengths behavioral questionnaire**.



## The process involved:

**1 Focus groups** with current graduates and stakeholders to really understand the critical behaviors required for the Commercial graduate role.



**2 New technology implementation** of our 'Role Fit app', which uses a smart algorithm to calculate a job fit score based on a candidate's questionnaire completion.

## Benefits to Organization



To demonstrate our success with helping BNP Paribas Real Estate meet their talent acquisition objectives and strategic priorities, we measured effectiveness against each area of our **ROI model**.

<p><b>DIVERSITY &amp; INCLUSION</b></p>	<p>No adverse impact found for Gender and Ethnicity for each of the online assessments.</p> <p>Higher proportion of female candidates at the Assessment Center stage compared to previous cohort.</p>
<p><b>QUALITY</b></p>	<p>Highly robust and predictive screening assessments ensured an increased quality of candidates were going through to the video interview stage.</p>
<p><b>ENGAGEMENT</b></p>	<p>Stakeholders, Hiring Managers and current graduates were engaged in the focus group session.</p> <p>High completion rates of the online assessments indicated elevated levels of candidate engagement.</p> <ul style="list-style-type: none"> <li>The first stage, which was the aptitude test, had a 92% completion rate.</li> <li>The next stage, the behavioral questionnaire, saw a 98% completion rate.</li> </ul> <p>All candidates, both successful and unsuccessful, received meaningful feedback reports for the online assessments.</p>
<p><b>EFFICIENCY</b></p>	<p>Approximately 150 hours were saved by removing the manual CV sift and moving to online assessments, equating to a month's work.</p>
<p><b>COST</b></p>	<p>The equivalent of a month's salary was saved introducing online assessments and avoiding manual CV sifting.</p>