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Competency-Based Company Recruitment

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Competency-Based Company Recruitment

Information provided in a job announcement post marks the first step to finding and selecting the most qualified candidate. This assignment assumes a vacancy in an industrial production position and develops a separate one-page announcement, recruitment flier to announce this industry-specific opening. Equally, it compares the developed announcement to a separate job advert for a similar position and notes differences between them. It equally presents a critique regarding the aspect of use of diversity and inclusion in the two announcements. Lastly, it deliberates recruitment strategies for qualified candidate, and selection process a consultant firm could employ to choose the best candidate for a client's company.

Comparing Job Announcements

The global recommendation that one should carefully read a vacancy announcement of his or her interest to absorb all the information provided about an opening is not sordid. Even though two job announcements may publicize the same position, it is no surprise if they exhibit a remarkable myriad of differences. For instance, when comparing a similar announcement for an industrial production manager position from indeed.com to the one I made, several outright differences were evident. First, the online announcement had a job type as remote. Moreover, while my announcement focused on the primary function of the advertised role, the online announcement had a full job description. The description was broken into clear and concise subheadings such as job summary, essential function or duties and responsibilities, managerial responsibilities among others. Moreover, the announcement entailed requirements for core competencies such as conflict management, customer focus, six sigma and more (Indeed.com, 2020).

Correspondingly, the other announcement indicated the satisfactory level at which an individual could be deemed fit. For instance, a candidate will be regarded as legible if they will perform each essential duty to the acceptable level expected. Also, it exhibited physical demands as well as list of knowledge, skill and aptitude required to effectively fill the opening. To foster inclusivity and diversity, the other announcement tactically specified reasonable accommodations that could be made concerning physical demands, list of knowledge, skill and ability; and ability to perform essential duties and responsibilities; to enable individuals having disabilities in performing essential roles.

My announcement comprised of promotion potential of best-selected candidate without any extrinsic competition provided he/she meets all the requirements on the announcement. Equally, it included the agency's contact information counting email address and telephone number. The two aspects that the alternative announcement omitted. If I was to change my announcement to incorporate any of the changes from the other advert, I would add appointment eligibility present in the list of skill, knowledge and ability subheading of the other announcement. This will be crucial to my announcement as it will indicate the type of applicant who qualifies to apply for the posted job position (dfas.mil, 2019). Additionally, I will include a job title in my announcement to reflect the title on the position's official position description. While my announcement advert addresses the issues of diversity and inclusion with references to entirety of all non-merit factors through the statement that Alcon is a good equal opportunity employer, where the announcement I found does not discriminate in employment opportunities based on non-merit aspect of disability alone.

Recruitment Strategies

To find qualified candidates for my client's company, I will utilize two recruitment strategies. First, I will create a job post that reflects his or her company brand. This is simply because a job post is a foremost impression an individual interested in the position will have for the company. In the job post, I will see to it that I come off as systematized as well as professional while I still embrace my client's brand. Since my client's company is built on stringently business, I will ensure that the job advertisement is sleek as well as well-composed. This will serve as a reliable way to attract individuals who will fit in with my client's company culture.

Secondly, I will consider finding passive candidates and make them know I need them. These are individuals who are currently working and are not actively involved in a job search. Often these candidates are the most qualified and tend to be the perfect fit for an opening. My effort to reach out to them will infer to them that am interested in their talent hence I will have their attention (Odom, 2013). While the use of connections as well as social media will help me recognize these individuals, it will raise awareness of my client's company as well.

Selection Process

To choose the best candidate for the job, I will conduct a splendid structured interview. To improve the effectiveness of this interview process, I will ensure as an interviewer is utilizing specialists in the announced position. Possession of the job knowledge will enable the interviewer to select the best candidate for the position. To eradicate discrimination or bias in the interview process, I will have a three-panel interviewer (Nofsinger & Galbraith, 2019). Correspondingly, I will ensure that all questions posed during the interview are directly associated with the description of the position, and touch on competencies of the applicant such as strategic thinking and effective communication. Equally, I will ensure that the interview is

held in a serene area to allow the interviewee to concentrate on all questions asked. Lastly, before selecting a qualified candidate, I will ensure that all candidates' score is profoundly influenced by reflection on notes taken by interviewer.

In summation, a job announcement post is the first impression an applicant has about a company. As a consultant, the advert should reflect the brand of recruiting company. Equally, the announcement should adhere to all if not key aspects of an official announcement such as job description, appointment eligibility as well as aspect of diversity and inclusion. Depending on the job type, the recruitment strategies employed should not amount to anything less than finding a qualified candidate for the position. Lastly, the selection aspect should guarantee the company has the best candidate at the end of recruitment and selection exercises. Although structured interviews are the best for the latter, they should be improved to guarantee their effectiveness. For instance, they should entail specialist interviewer panel for the specified position and should be free from bias or any form of discrimination.

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