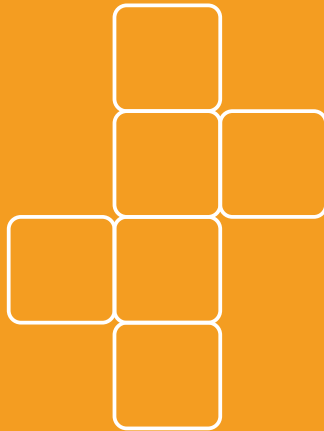
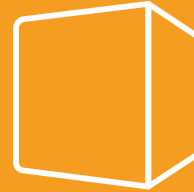


FIXED PRICE RECRUITMENT

Problem

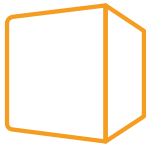


Solved



WHITECUBE
CONSULTING

Transparent Pricing ■ Data Driven Process ■ Smarter Hiring



Executive Summary

White Cube Consulting offer professional HR, Training, Recruitment and Outplacement consultancy services, backed by 30+ years experience.

Our fixed price recruitment service is supported by in-depth recruitment expertise, objective psychometric assessments and a successful track record.

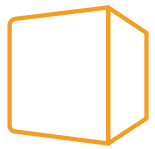
The result is a cost-effective, quality recruitment service that enables faster, smarter, data-driven hiring, all for a fixed cost.

Core Disciplines Include:

- ▣ Graduate
- ▣ Business Support
- ▣ Finance
- ▣ Commercial
- ▣ Technical
- ▣ Engineering
- ▣ Management
- ▣ Executive

Core Sectors Include:

- ▣ Energy / Renewables
- ▣ Engineering / Technical
- ▣ Production / Manufacturing
- ▣ IT / Digital
- ▣ Sales / Business Development
- ▣ Marketing / PR
- ▣ Food / Drink
- ▣ Public / Government



Fixed Price Recruitment

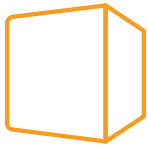
Our fixed price recruitment service is available at different levels: From recruitment advertising and candidate administration through to a comprehensive search and selection service supported by Psychometric assessments.

How it works

Just choose the level that matches your hiring need, and we do the rest.

Services include;

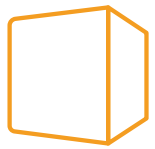
- Accurate definition of the job specification
- Recruitment advertising that attracts top talent
- Application and response handling
- CV review and candidate screening / shortlisting
- Competency based interviews
- Psychometric Assessments
- Candidate Summary Report



Recruitment Service Levels

Contact us for current pricing: hello@whitecubeconsulting.com

Level	Service Summary	Ideal For	Defining Job Specification	Advertising – LinkedIn + Indeed	Response Handling – Receipt / Regrets	CV Review	Candidate Screening Calls	Candidate Shortlist Report	LinkedIn Candidate Search	1st Stage Competency Based Interview	Belbin Job Profile / Candidates Reports	Values and Motivation Inventory	Adapt C – General Reasoning	DiSC Leadership OR Management Report	Management Judgement Report	Candidate Executive Summary Report
Bronze	Job definition, advertising and admin through to candidate shortlist	Reduced Administration burden	☒	☒	☒	☒	☒	☒	☐	☐	☐	☐	☐	☐	☐	☐
Silver	Bronze + 1st Stage Interview for Top 4 Candidates	Lower level or higher volume roles	☒	☒	☒	☒	☒	☒	☐	☒	☐	☐	☐	☐	☐	☐
Gold	Silver + 1st Stage Interview for Top 5 Candidates + Behavioural assessment	Technical, commercial or specialist roles	☒	☒	☒	☒	☒	☒	☐	☒	☒	☐	☐	☐	☐	☐
Platinum	Gold + Psychometrics + Candidate Summary Report	Critical appointments	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☒	☐	☐	☒
Management+	Platinum + Leadership / Management Assessments (DiSC replaces Belbin)	Leadership or Management roles	☒	☒	☒	☒	☒	☒	☒	☐	☒	☒	☒	☒	☒	☒



Assessment Reports

For Gold, Platinum and Management+ service levels we use assessment reports which are proven to add value and greater objectivity to the selection process:

Belbin Team Roles

- ▣ Job Profile
- ▣ Candidate Self Perception
- ▣ Candidate / Job Match

DiSC

- ▣ Management Style
- ▣ Leadership Style

Psytech

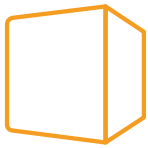
- ▣ Adapt G – General Reasoning
- ▣ Values and Motivation Inventory

SHL

- ▣ Management Scenarios Judgement

Additional Psychometric Reports are also available.

**For sample reports or more details contact us:
hello@whitecubeconsulting.com | 01224 531524**



Belbin

Job Profile / Candidate / Candidate Match Reports

Provides an accurate
assessment of how each
candidate compares to the
behavioural requirements
defined for the role.

BELBIN

Software Engineer

Belbin Job Comparison Reports

Specified by: Jo Pink
Job Requirements completion date: 5th May 2021
Job Observations completion date: 5th May 2021
Number of Observations: 3

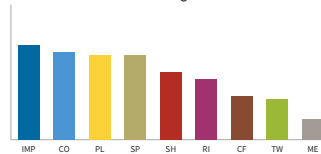
Colourful Company PLC
Rushmore 108

BELBIN

Dave Blue and Software Engineer

Suitability for the job **Software Engineer** as specified by **Jo Pink**

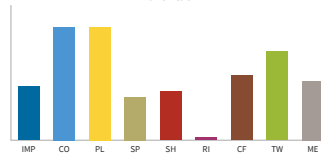
Software Engineer



In comparison with the job of Software Engineer, Dave:

- is probably able to cope with any necessary planning and organising that the job entails.
- appears to have an aptitude for liaison work and a readiness to work with others to achieve group objectives.
- appears to be someone with the capacity to meet the innovative demands of the job and an interest in breaking new ground.

Dave Blue



RI
Resource Investigator

TW
Teamworker

CO
Co-ordinator

PL
Plant

ME
Monitor Evaluator

SP
Specialist

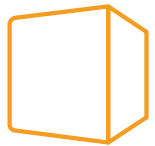
SH
Shaper

IMP
Implementer

CF
Completer Finisher

BELBIN

3/15



DiSC

Leadership / Management Styles Report

Provides an accurate
assessment of management
or leadership style.



Your Management Preferences

WHAT DO YOU ENJOY ABOUT MANAGING?

Different people find different aspects of their work motivating. Like other people with the i style, you may enjoy working with others toward a common goal, and you may strive to create a high-energy environment where people can express themselves. In addition, you likely appreciate that management allows you to help others succeed in their professional development. Furthermore, you may appreciate the ability to foster a supportive environment where people listen to one another's needs, and this is less typical of the i style.

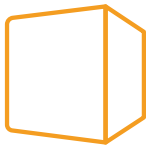
You probably enjoy many of the following aspects of your work:

- Developing warm relationships with team members
- Keeping things moving
- Inspiring others to do their best
- Promoting creativity
- Building an optimistic mindset in others
- Getting people involved
- Increasing enthusiasm
- Supporting people when they express their concerns and frustrations
- Considering the needs and opinions of others



WHAT DRAINS YOUR ENERGY AS A MANAGER?

Then there are those management responsibilities that are stressful for you. Because you want to maintain friendly relationships and be well-liked, you may have problems pushing people to get results, especially if doing so requires you to confront them. Furthermore, you may dislike an atmosphere that feels dull or hinders your energetic pace. At the same time, unlike others with the i style, you may find it difficult to manage people who are too aggressive or combative.



Psytech

Adapt G General Reasoning Report

Provides an accurate assessment of verbal, numerical and abstract reasoning ability.



PSYTECH
INTERNATIONAL

Expert | Adapt-g | Standard Report



GENERAL MENTAL ABILITY

SCALE DESCRIPTION

General Mental Ability – often termed 'g' – is defined as a person's capacity to: understand logic; comprehend and learn complex new material; think abstractly; solve problems; plan and respond to the environment in an adaptive, rational and flexible manner. It is termed General Mental Ability because it assesses the person's mental capacity across a wide range of different intellectual functions and modalities (i.e. it is not specific to that person's verbal, abstract or numerical reasoning ability, etc.). It is a composite of the speed and accuracy with which the person performs mental tasks, and can therefore be viewed as a measure of a person's 'mental power'.

RESULT DESCRIPTION

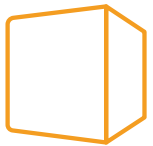
Compared to the reference group, Sam Sample's performance suggests that he has exceptional general mental ability. Having achieved a score which is only obtained by the top 5% of the reference group, Sam Sample's level of reasoning ability is likely to be well in excess of that displayed by most people. Scores in this range suggest that Sam Sample should be able to perceive the relationships between complex ideas and deduce their logical consequence more easily than others.

Having such a high level of ability, Sam Sample should have little difficulty meeting the demands of jobs which require the ability to understand and use quite complex concepts. As a result, Sam Sample should be more receptive than the average person to training and development programmes that demand a high level of ability. He should be able to understand complicated, intellectually demanding material much more readily than most staff.

RESULTS CHART

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-g	General Mental Ability								8		95

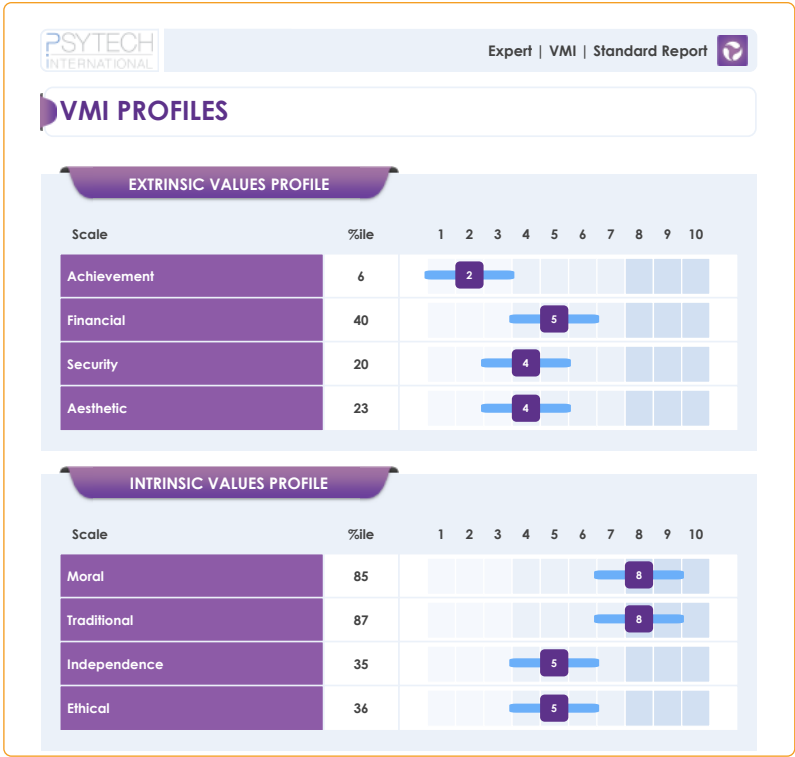
Calibrated on:
General Mental Ability = 3004 Respondents

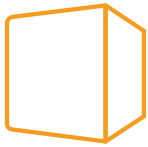


Psytech

Values and Motivation Report

Provides an accurate assessment of interpersonal, intrinsic (internal) and extrinsic (external) motivation.

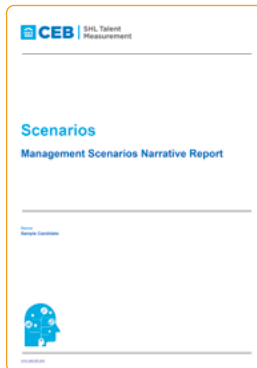




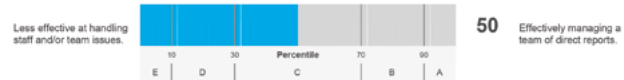
SHL

Management Scenarios Judgement Report

Provides an accurate assessment of decision-making style in relation to Managing Objectives, People and Reputation.



People Management



The People Management subscale measures your ability to effectively manage a team of direct reports. Scenarios assesses the extent to which you are able to deal with a range of team and individual problems whilst maintaining motivation and performance.

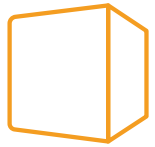
When compared to the group, it appears that Sample Candidate has fairly sound people management insight. Sample Candidate understands the need for motivation and encouragement instead of reprimand and discipline. Sample Candidate views staff as resources that are able to grow and develop, rather than simply as 'cogs' in the system. Sample Candidate is as likely to adopt a coaching, empowering approach as most of his peers, and will realise the importance of allowing staff the autonomy to make decisions for themselves. There is scope, however, for placing even more emphasis on this area.

Reputation Management



The Reputation Management subscale measures a balance of skills which allow an individual to manage their reputation within an organisation, whilst also serving the long-term interests of that organisation. As such, the subscale measures an awareness of the politics that characterise much of organisational life.

Comparison with the group suggests Sample Candidate has very strong levels of awareness about the different ways he can manage his reputation in an organisation. Sample Candidate understands how to balance the long-term interests of the organisation with the pursuit of his own agenda. Sample Candidate is likely to be perceived by others as tackling organisational issues and building a good reputation for his team or department. Sample Candidate has the skills and insight for ensuring that his contributions are recognised by important people in the organisation, and has a sound understanding of how to access key decision makers and how to use informal channels/networks. Sample Candidate gives appropriate consideration to how his actions/decisions might impact on the different reporting lines within the organisation, e.g. bosses, peers and direct reports.



Key Benefits

- **Fixed price** No hidden fees or commission
- **Cost Effective** Value for money solution at every stage
- **Versatility** Multi-sector, multi-discipline proven competency
- **Objectivity** Improved data-driven selection decisions
- **Efficiency** Streamlined process improves time-to-hire
- **Better outcome** Hire and retain talent by getting it right first time

Ready to Hire?

For faster, smarter, data driven hiring outcomes...

Contact us: hello@whitecubeconsulting.com | 01224 531524



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Measurable Business Results.

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