

Recruitment with Success Profiles: Introduction to Success Profiles

Getting recruitment right is essential. Across the Civil Service, we must ensure that the recruitment process is fair and gives us the best chance of selecting the right candidate. Getting it wrong impacts the candidate, the team, the organisation and the citizens we serve. This can have a negative business impact and be time-consuming and costly.

That's why, since 2017, the Civil Service has used the Success Profiles framework to assess and select the right candidates and to support their ongoing career development. Success Profiles is how we can build a complete picture of a recruitment candidate and determine their suitability for a role. It also provides a standardised way of defining and measuring a range of individual characteristics that contribute to someone's performance at work.

Description

This course explains why the Success Profiles framework was created and how it fits into a standardised recruitment journey across government. You'll find out what the framework includes and how it's used in practice. This is the opening element of a refreshed suite of new Recruitment training courses, designed to thoroughly cover the recruitment process for both recruiters and assessors. The full suite is due to be launched in September 2024.

What does it involve?

This course comprises a series of six videos. The first provides an introduction to Success Profiles and explains why the framework exists. The other five each explore one element of the framework (ability, behaviours, experience, strengths and technical skills) in more detail.

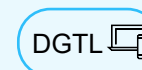
What's the outcome?

After completing this course, you'll understand why Success Profiles was developed and will be able to explain the advantages of having a standardised recruitment framework. As well being able to describe the different elements of Success Profiles, you'll understand the commonalities between it and recruitment practices in other sectors.

Learning activities



Delivery method:



Estimated learning time:

20 mins

How to book

learn.civilservice.gov.uk

0203 640 7985

support@governmentcampus.co.uk