



Jumar
provides
resource
solutions
tailored
for your
business

Jumar Graduate Assessment Service

Jumar is often asked by its clients to identify suitable graduates who will have the potential to learn and grow with their organisations. Very often our clients simply don't have the time to go through the entire selection process themselves; however, they need to ensure that they have committed, intelligent people coming through the company, developing skills for the future.

Organisations seeking to recruit IT graduates can find it difficult to ascertain suitability from just looking at a CV, particularly as graduates often have a lack of work experience and appropriate references. This can mean that a candidate is successful based purely on how they perform at interview.

Jumar has taken a fresh look at the problem and has established a Graduate Assessment Centre where, by using the latest psychometric analysis, we can narrow down the search to just those individuals who would be the best fit for each company's needs and culture.

Graduate Assessment Centre

The process starts by placing advertisements to elicit Graduate CVs and an initial shortlist of up to fifteen individuals, with pre-agreed qualifications, is drawn up.

These graduates are then invited to attend our Assessment Centre which takes them through a series of questionnaires including Psychometric Testing, Behavioural Analysis and Situational Judgement. The Situational Judgement analysis gives the candidate the opportunity to demonstrate their problem solving skills and is based on previous experiences. All questionnaires are completed by hand, rather than on a computer, in order to assess their ability to write neatly and concisely, and to clearly communicate their ideas.

BENEFITS

- Access to a broad range of proven, skilled resources
- Typically 48 hours from requirement to named individual proposed
- Huge savings in management time and effort spent on recruitment with our Flexible Managed Service
- Control costs with fixed price work packages



The results have been outstanding with currently 55% of the graduates **Jumar** has put in front of our clients being offered positions.

There is then an in-depth group interview where graduates are encouraged to get involved and promote their experiences and ideas.

The Assessment Centre takes place over a full day at Jumar's offices in Solihull, supervised by experienced Jumar staff.

After each session, the results are analysed and a small number of people from the original group are selected to be put forward to the customer for interview.

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Our customers agree that this is an extremely cost effective way of screening for bright new graduate recruits. It reduces our client's time by pre-filtering large numbers of candidates and gives them a better understanding of each graduate's capabilities ranging from innovative thinking and problem solving skills, to their work ethic and that extra 'something' that makes them stand out from the crowd.

The background assessments on all of the candidates are an immensely useful additional to meeting them in person, giving clients both the strengths and limitations of each individual and the confidence that they have the right people for their vacancies.

ABOUT JUMAR

Jumar is a UK-based IT services and solutions company with offices in the UK and Australia and more than 150 clients in 35 countries. It provides software, services and tools specifically designed to modernise applications and specialist IT recruitment solutions to major corporates around the world.

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