

# SELECTION SYSTEMS

## HIRING THE BEST PEOPLE FOR YOUR ORGANIZATION

Cambria's competency-based selection systems streamline the hiring process and focus on the most important qualities for professional, managerial, and executive jobs.

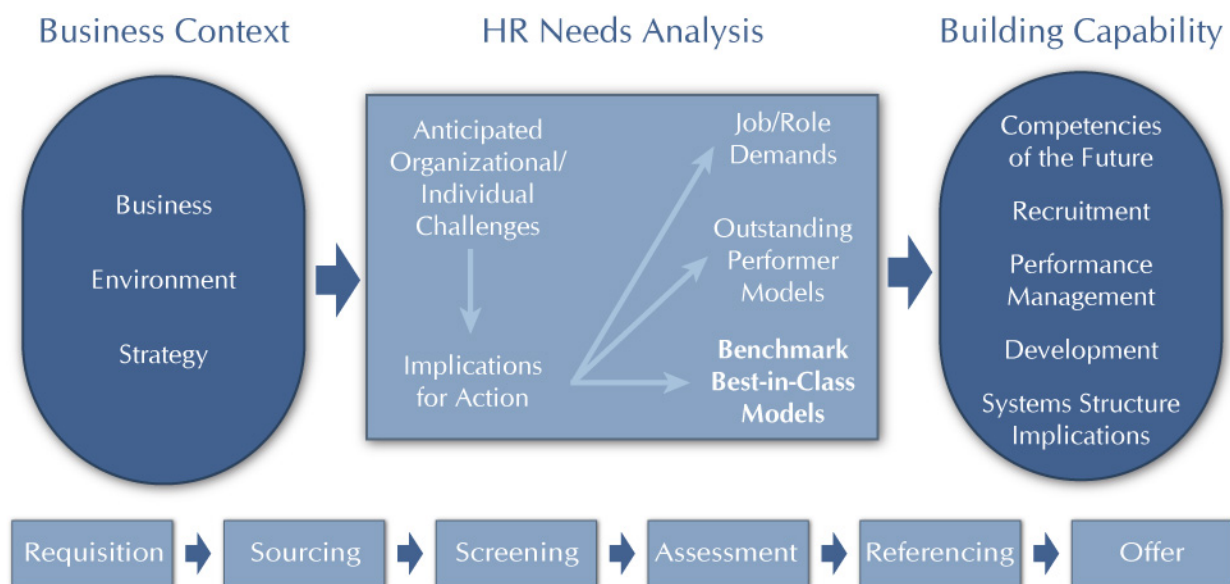
### WINNING THE WAR FOR TALENT

Hiring the best possible talent: that's the challenge in today's competitive business environment. And that's one of Cambria Consulting's most successful achievements.

Cambria Consulting specializes in developing selection systems for jobs that require unusual combinations of skills, motivational factors and other personal characteristics that give our clients a competitive advantage. We also provide companies with organization-wide standards and criteria that give needed rigor to the hiring process and ensure the best possible "hit rate" in hiring the talent needed for today and tomorrow.

We design all the tools and training needed to equip recruiters and hiring managers with the skills to assess internal and external candidates for key jobs. User-friendly guides, and training in Cambria Consulting's Critical Behavior Interview™ technique, enable hiring managers to improve their success rate in staffing key jobs with qualified candidates, while complying with all legal requirements.

All organizations want to hire high-performing people. Today more than ever, the competition for talent is intense. This requires an approach to hiring that goes beyond just filling today's requirements, and instead taking a longer-term view of new hires. Cambria's competency-based process looks at the big picture of building organizational capability through the acquisition and retention of top talent and helps our clients develop a hiring strategy that meets these long-term needs.



## DISTINGUISHING FEATURES OF CAMBRIA'S PROCESS

- **We identify the most critical hiring criteria.** Cambria identifies the critical success factors that separate the best candidates from the rest. We develop these criteria by developing competency models of the organization's best performers and benchmark data on equivalent jobs from best-in-class companies. This allows us to distinguish between knowledge and skills that are best learned on the job and those deeper underlying qualities that cannot be trained but which are essential for outstanding performance.
- **We streamline the hiring process.** We examine the client's current hiring process from the earliest stages through to the acceptance of an offer. We then re-engineer the process to reduce time-to-hire dramatically while simultaneously producing a higher yield of quality candidates early in the process. This not only makes hiring more efficient and cost-effective but it also provides a competitive advantage where time-to-offer is a critical factor in acquiring the best talent.
- **We fine-tune the client's e-recruiting strategy.** Through our benchmark work with the most successful e-recruiting web sites, Cambria can evaluate a client's existing web recruiting strategy and recommend creative approaches to attracting the best candidates and screening out less appropriate ones. We can even help clients redesign their e-recruiting website.
- **We help our clients get higher acceptance rates.** In this highly competitive marketplace for new hires in high-value, difficult-to-hire jobs, Cambria take a holistic approach to recruiting and selection that ensures that our clients impress the best candidates. Successful candidates consistently rate Cambria's process high on the opportunity to communicate their skills, the reasonableness of the interview questions, and the positive impact of the interviewers.
- **We balance hiring for skill and hiring for "fit."** Besides having the right skills, it is important that new hires possess the values that are important to the organization. Cambria's approach helps to guarantee that the "best" candidates are the ones who not only have the qualities needed to succeed, but act in a way that is consistent with the values of the organization and who are also most likely to want to stay with the company over the long term.
- **We create a fair and consistent hiring process.** Cambria's Critical Behavior Interview™ process is one of the most effective and a legally defensible means of selecting the best for any position. In fact, because it is based primarily on a competency analysis rather than past experience, it is especially effective in giving fair and unbiased consideration to non-traditional job applicants.

## FOR FURTHER INFORMATION, CONTACT:

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