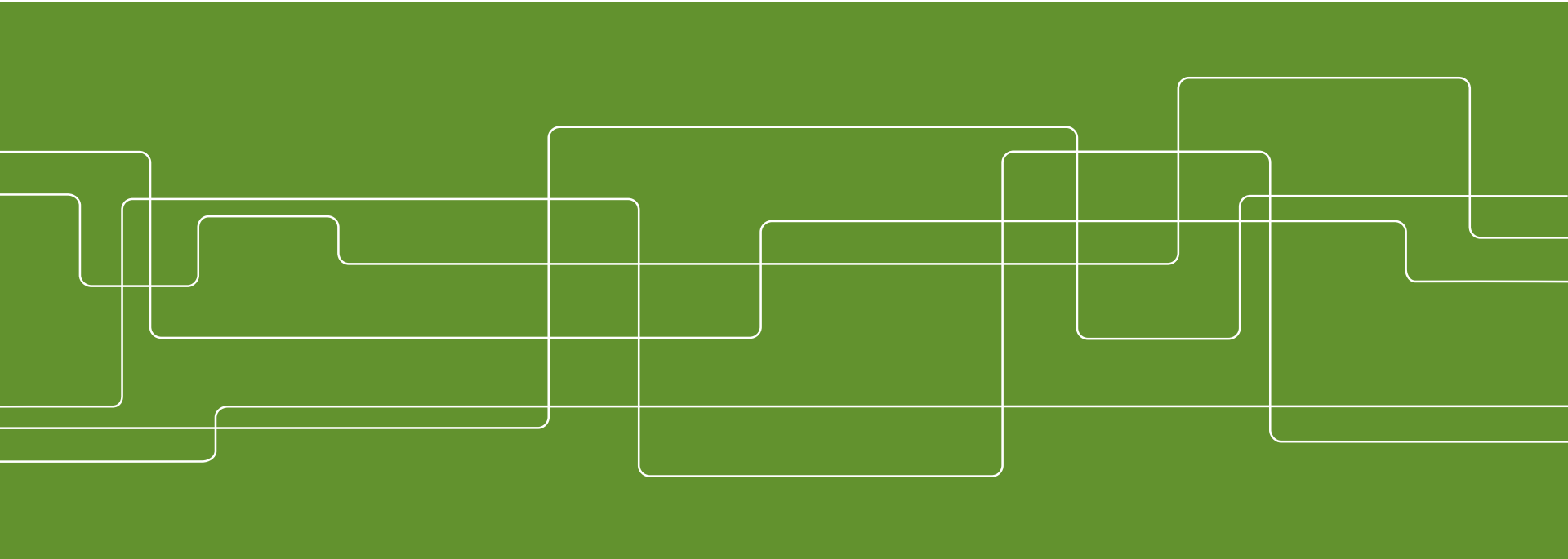




Structured interviews and Competency-based Recruitment



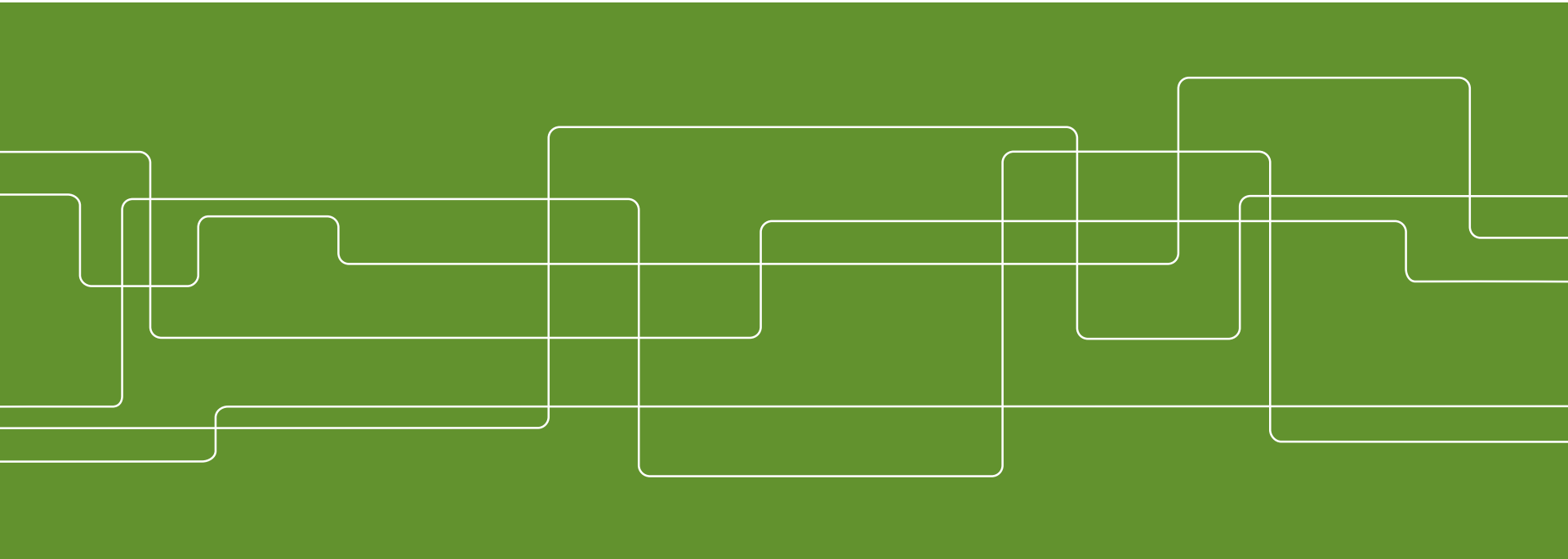


Agenda

- Presentation of the speakers
- Why has KTH chosen the structured interview technique and competency-based recruitment method?
- How does KTH work with structured interview techniques and competency-based recruitment?
 - What have we done so far?
 - Next step
 - Challenges
- Talk with KTH manager Kajsa Beckman
- Example of a good interview and a tip for you
- Questions



Why Competency-based Recruitment?





Competence

”The ability to do something well”

Cambridge Dictionary (2018)

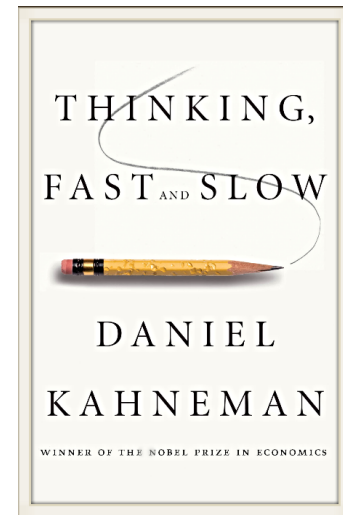


Overall purpose of the method

- More professional recruitment and qualitative process where KTH's brand as an employer is strengthened
- Focus on the candidate experience
- A methodology that favors a non-discriminatory approach throughout the recruitment process, based on KTH's overall work with equality, diversity and equal conditions
- More efficient recruitment processes
- Fewer recruitments with bad results which saves time and money

Gut-feeling & Decision Making Theories

- **Should I hire Alex?**
Difficult question...
- **Do I like Alex?**
Easy question that can be answered quickly
- **A tip** - watch the video from European Research Council on Unconscious bias and to read the book "Thinking, fast and slow" by Daniel Kahneman (2011), New York: Farrar, Straus and Giroux.



How much does an unsuccessful recruitment cost?

- Between **250 – 1 000 000 SEK** depending on the position
- Between **2-3 000 000 SEK** if it's a management position
- It is estimated that every **tenth** recruitment in Sweden fails (according to Poolias Kompetensindikatorn 2013)





The Interview

- Two purposes:
- Provide information, market the organization, and the job
- Gather information about the candidate



Competency-based interview technique

- Structured interviews where one seeks to concretely evaluate a candidate's ability in relation to a number of specific skills and competences
- The same competencies are evaluated, with the same questions, verbatim to all candidates in the same order.
- Past performance helps predict future performance!

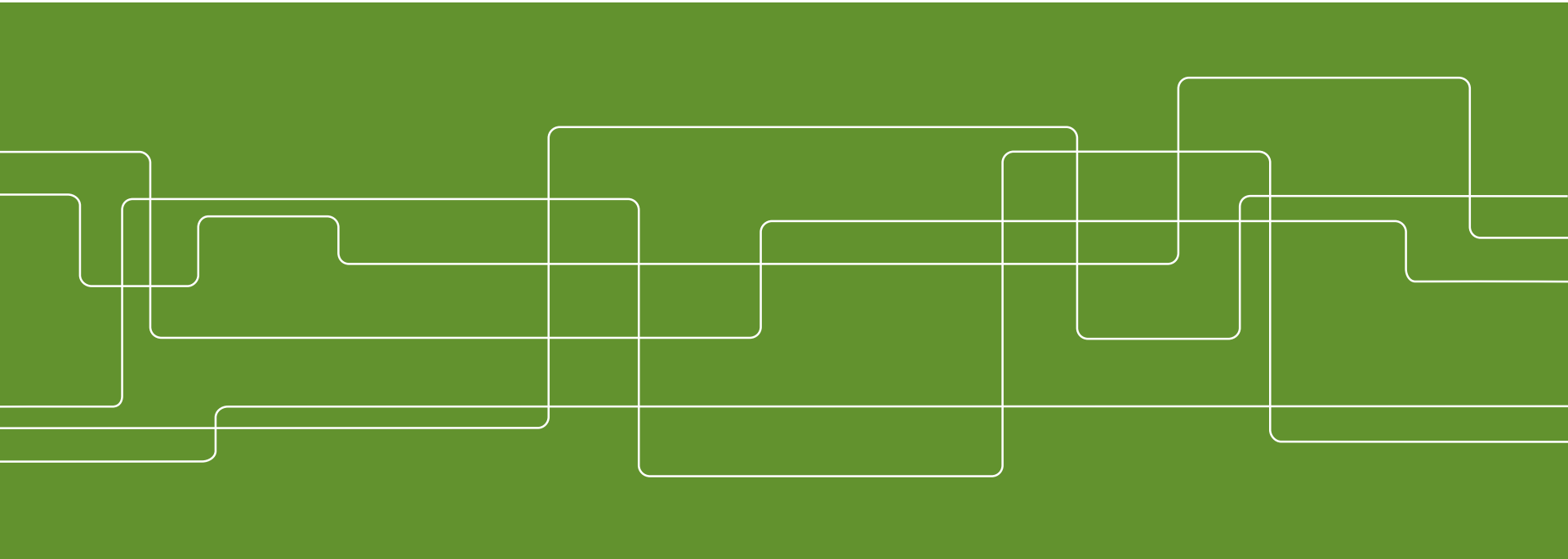


Assess

- Rate the answers according to the set-rating scales
- Determine your own rating before discussing with others
- Make sure you could give relevant feedback to the Candidate



How KTH works with structured interviews and Competency-based Recruitment





What have we done so far

- Training in structured interview technique for all recruitment committee chairmen
- Ongoing- training for all recruiting managers at KTH and HR
- Introduced a competency-based recruitment module in our recruitment system
- KTH was involved in starting a recruitment network for Swedish universities and colleges
- We have started a project around KTH's employer brand in collaboration with the communications department



Next step....

- Training of supervisors of PhD's and all recruitment committee members
- Interview films for e-learning
- Pilot test, in co-operation with some recruitment committees, of competency-based interview questions focusing on gender equality
- Strategy for communication of KTH's employer brand in collaboration with the communications department

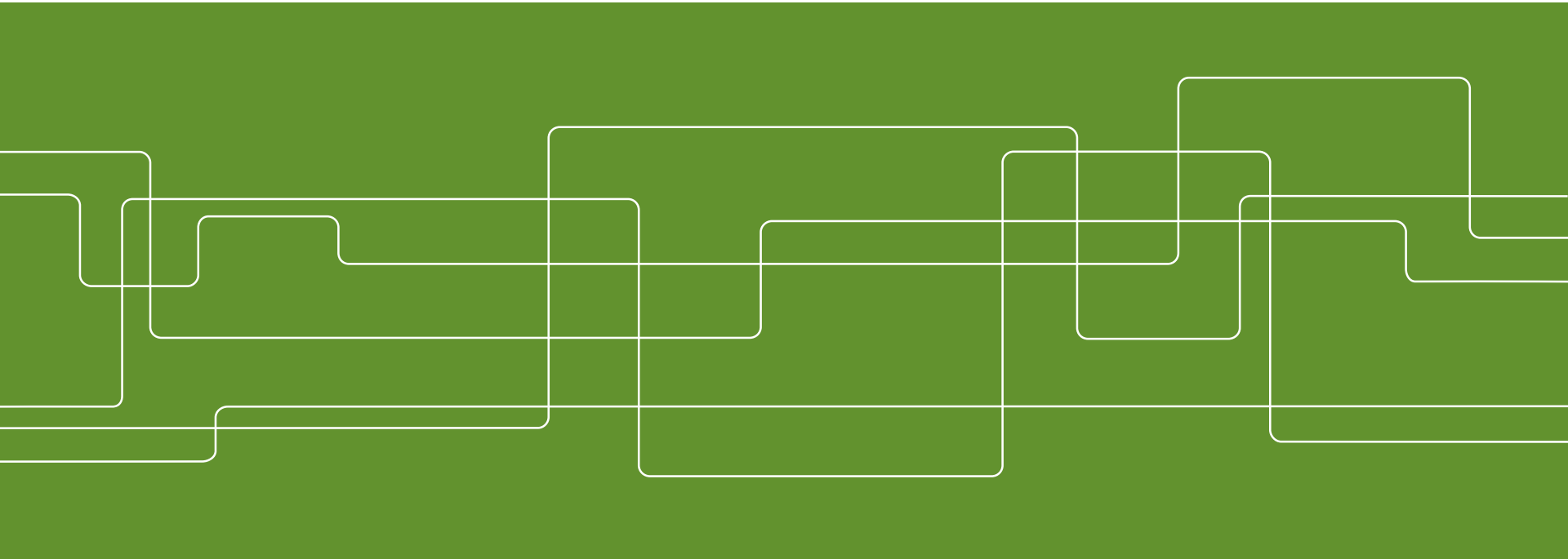


Challenges

- HR does not have the possibility to actively participate in the entire recruitment process
- Training needs to be put into practice and the structured interview technique needs to be practiced continuously
- An unsuccessful recruitment costs a lot and therefore the work with recruitment needs to be prioritized and allowed to take time
- Shortcomings in creating the recruitment profile

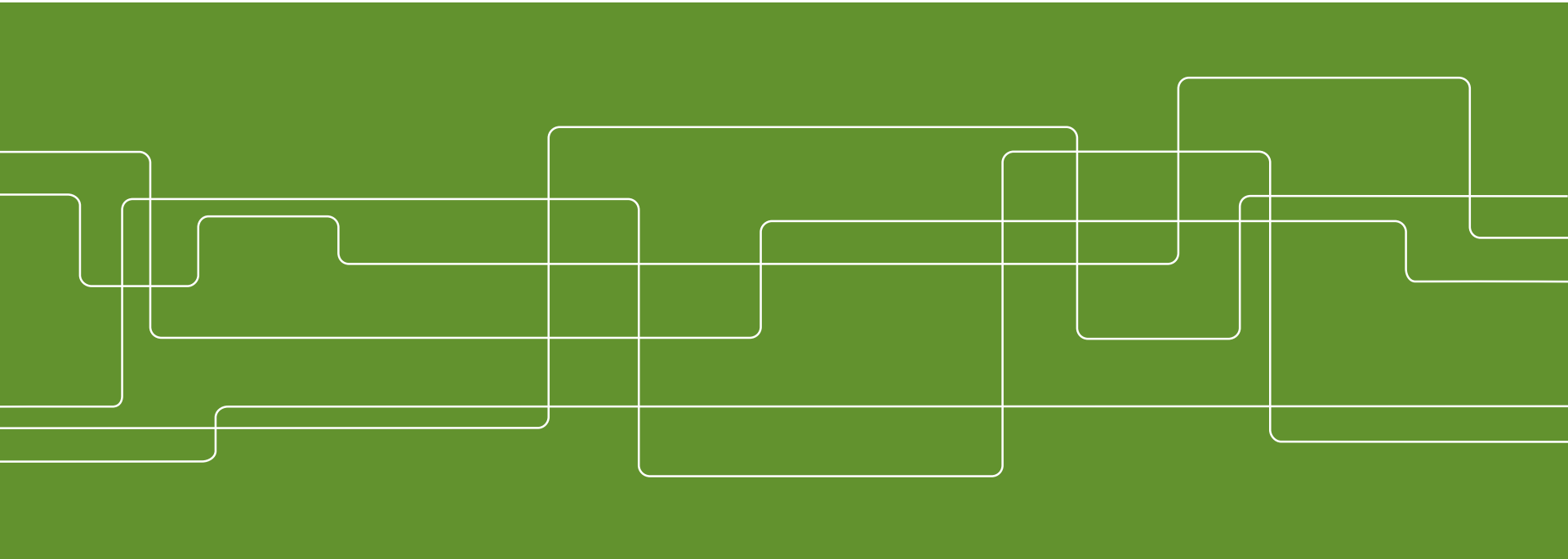


Talk and discussion with Kajsa Beckman- Head of admission



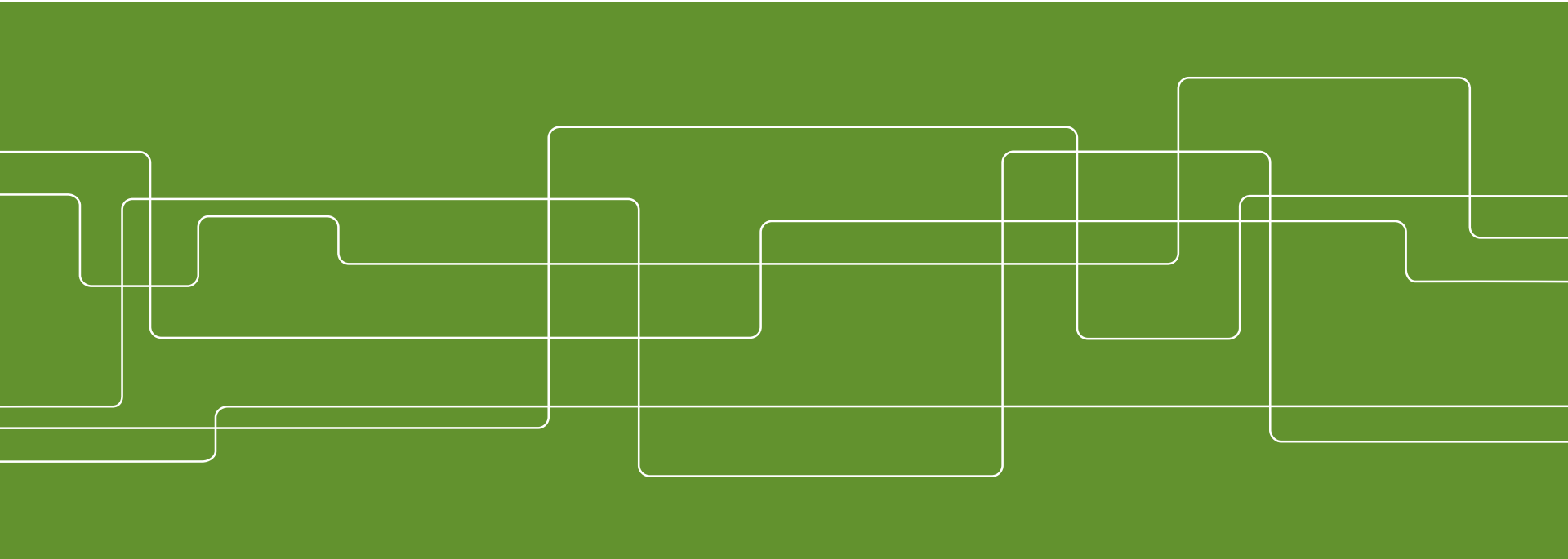


Questions?





Interview movie



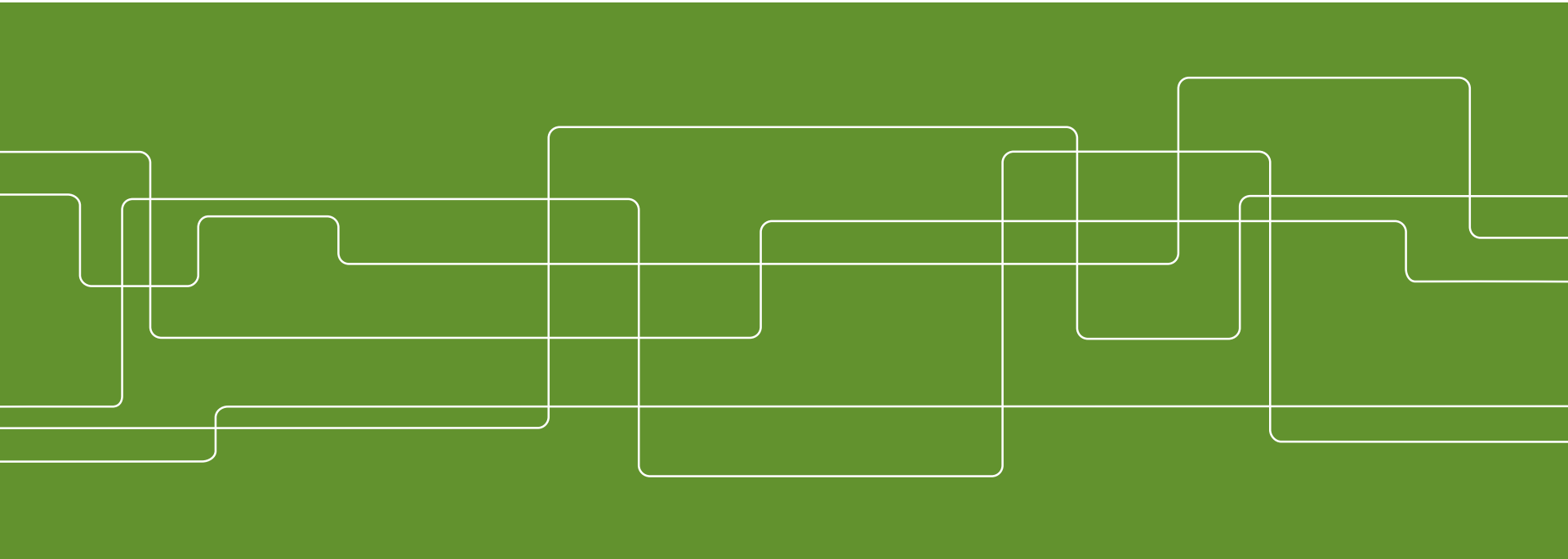
Film #2 A good interview and a personal tip to you

Listen actively and reflect on the candidate's answer.





Questions?





Thank you and The End!

Contact information: msalling@kth.se or 08-790 70 80

