

Competency Select

Since then, competencies have been adopted by businesses globally to communicate what they are good at. **Recruitment** is one of the functions that has been affected heavily by the introduction of competencies, as savvy employers have made the concept a key part of their talent strategy.

Competency-based on recruitment.

In a recruitment context, competencies are defined as candidates' behavioral characteristics, personality traits, knowledge, skills, and qualifications. Typically, competency requirements for each vacancy are defined by the employer at different levels, including job-specific, departmental, and organizational ones. After a business identifies the competencies relevant to their goals, they communicate these requirements to prospective candidates. Then, candidates use examples from their professional background to demonstrate that they fulfil these requirements during the interview stage.

Competency-based interview.

Also known as structured, behavioral or situational interviews they are designed to test one or more skills or competencies. The interviewer has a list of set questions, each focusing on a specific skill, and your answers will be compared against pre-determined criteria and marked accordingly.

They differ from normal or unstructured interviews, which tend to be more informal. In unstructured interviews recruiters often ask a set of random, open-ended questions relevant to the job, such as 'what can you do for the company?' and 'why did you apply for the job?' to get an overall impression of who you are. A competency-based interview is more systematic and each question targets a skill needed for the job.

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Advantages of the selection of personnel by competences.

1. Success choosing the candidate.

The process is more complete by assessing the professional aspects of the candidate in relation to the position in greater depth. Not only knowledge is assessed, it is focused to skills, as well.

2. Better Results.

More data is collected from the candidate, which allows the recruiter to make better decisions. When deciding between two or more profiles, you will have detailed information on each of them, which makes it easier to select the most suitable. The risk of choosing an unqualified person is reduced.

3. Does not focus on experience.

It may not seem like an advantage, but sometimes focusing on finding a very experienced candidate prevents selecting the best. Skills have a greater weight in the selection by competencies, which reduces experience and knowledge to a secondary level.

4. Selection of personnel related to the company.

Allows you to find staff who share the company's values. If the person shares the company values, he will take less time to adapt.

REFERENCE

(N.D.) Jobylon

How to use competency-based recruitment to improve hiring decisions

RETRIEVED FROM:

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<https://www.jobylon.com/blog/how-to-use-competency-based-recruitment-to-improve-hiring-decisions>

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Competency-based interviews

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Selección por Competencias / 4 fases para aplicarla

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