

Candidate Preparation & Screening



The recruitment market has changed significantly over the past few months. We have taken the time to speak with a broad range of MCS Group clients to gauge how this change has affected the way they recruit and the new problems they are facing.

MCS Group are in the fortunate position to have the necessary resources and uniquely skilled consultants to cover all or individual parts of the recruitment process. For many years, our team have developed a diverse range of tailored packages and solutions to meet the needs of our clients, large or small.

Not enough time, money, or resources to prepare or screen candidates?

Lack of Speed causing you to lose candidates to competitors?

You can choose from our list of services and solutions, depending on the skill-level or seniority of the role you are recruiting for:

 Issues	 MCS Group Solutions
Advertising / Marketing	<ul style="list-style-type: none"> Tailored advertising on a wide variety of platforms
Sifting and shortlisting increased numbers of applications	<ul style="list-style-type: none"> Collation and shortlisting of CV's by specialist consultants
Administration	<ul style="list-style-type: none"> Compliance and Referencing Basic Access NI checks Equality & Monitoring
Candidate Contact & Engagement	<ul style="list-style-type: none"> Full engagement by dedicated consultants throughout the process Candidate Briefing Packs Created, providing in-depth information on the company and role
Setting up and successfully video interviewing	<ul style="list-style-type: none"> Full video interviews carried out and recorded by consultants with knowledge in the field A diverse range of video platforms to suit every candidate Attending shortlisting Video meetings with senior members of the company, giving feedback and recommendations
Arranging 2nd stage on-site interviews	<ul style="list-style-type: none"> Produce unique "Keyworker Letters", to make sure candidates can travel to site Provide candidate Pre-Approval Coronavirus Risk questionnaires
Establishing a Selection Team and Interview Panel	<ul style="list-style-type: none"> Producing interview questions which will truly determine which internal candidates are the best fit for a role Provision of a diverse, highly skilled and experienced MCS Group interview panel Conducting company internal interviews or arranging and sitting on Panel Interviews with company representatives Giving detailed interview preparation and guidance to Internal & External candidates to give them the best platform to promote themselves at interview Giving detailed and useful interview feedback to Internal and External candidates to ensure they feel the process was well managed and fair

Contact us today to discuss our preparation and screening solutions further.