

LESIA

EMPLOYMENT SERVICES

Lesia is continuing to develop its range of employment services and has recently launched the first of a number of psychometric tests.

This first test is aimed at adding value to the recruitment process of management level yacht crew, especially prior to interviews taking place. The process consists of three stages:

Stage 1: Lesia helps the client to identify and rank the 20 most important key competencies for management level yacht crew.

Stage 2: The candidates complete the test.

Stage 3: Lesia feeds back the results of the test sat by each candidate, and this consists of 3 reports.

- A Job fit report gives a clear indication of which candidates are closest to the job profile as identified by the client.
- An Interview report suggests a range of probing questions to ask the candidates; these questions are based on the key competencies.
- An Onboarding report helps the newly recruited crew member to understand their strengths and development needs.

The process also provides a candidate feedback report for all those taking the test, which enhances the recruitment experience of the candidate.

Lesia believes that by adding this kind of science to the selection and interview process, clients will be better able to identify more rounded people to lead and manage their team.

If you would like to know how we can help you or your clients in these challenging times, please visit our website or contact us at info@lesiagroup.com

Best regards

John Cook

Lesia Employment Services ICC Limited