

## Drake Solutions

Drake utilises a number of assessment technologies to ensure the calibre of our candidates.

**DrakeWize** is a suite of computer-based assessments designed to evaluate a candidate's practical computer skill. It also evaluates specialised skills required in accounting, legal, contact centre and media industries.

**Drake Evolve** offers a new approach to administering employee performance appraisals. It is a web-based application that automates performance appraisal, and elevates it to an effective relationship, productivity and behavioural modification tool designed to drive positive change.

**P3 Behavioural Profiling** is an assessment of the behavioural traits of a candidate, and allows them to be accurately compared to the behaviours demanded by the role.

**Picasso®** assessment and human resource development system replaces traditional "pen and paper" psychological assessments. The Picasso®, computer based system is a powerful management tool for determining:

- Leadership and operating styles
- Reasoning skills
- Style of handling conflict
- Personality traits
- The role one plays within a team
- Occupational preferences
- Behavioural competencies



## DRAKE INTERNATIONAL

Passionate people, fresh solutions

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**DRAKE** O U T P E R F O R M

## DRAKE EXECUTIVE

### Temporary and Permanent Executive Recruitment Services

Drake Executive specialises in the recruitment of general management and senior executive positions in key business disciplines, for both permanent and contracting roles.

Drake Executive offers a flexible delivery process that ensures a recruitment service, which results in the appointment of the highest quality candidate. The consultants at Drake Executive apply Behavioural Descriptive Interviewing Techniques to evaluate and select highly qualified executives on your behalf - ensuring your next placement is productive immediately.

#### Specialising in:

- Accountancy
- Finance and Banking
- Project Management
- General Management and CEO
- Sales and Marketing
- Human Resources
- Information Technology

## DRAKE PERSONNEL

### Permanent Clerical Recruitment Services

Drake's permanent division responds to the needs of both employers and applicants by helping to place the right person in the right position. Our process encompasses everything from the initial order through to placement. As part of our service we guarantee our candidates for the first three months of placement.

#### Our process:

- Write and place all advertisements, both print media and internet
- Screen all candidates
- Skills assessment e.g. Microsoft skills
- Interview applicants using behavioural interviewing techniques
- Short list and refer suitable candidates
- Provide CVs, consultant summaries, and personality profiles, Drake P3
- Arrange appointment times for interviews
- Confirm successful candidate and advise unsuccessful candidates

This process can be customised to suit your individual needs.

## DRAKE OVERLOAD

### Temporary Clerical Recruitment Services

Drake overload has helped our clients reduce overheads, and increase profits and productivity through responsive, innovative, flexible staffing solutions. Our approach to developing each flexible staffing programme is unique to each client's specific business.

Staff can be made available when you need them for short or long term assignments. As well as testing and reference checking, we also guarantee our temps for the first four hours of their assignment.

#### Staff available:

- Accounting
- Reception
- Customer Service
- Secretarial
- Data Entry
- WP Operator
- Payroll
- Office Administrator