

We offer a proven process to find productive employees through attraction, retention, and development. Our SmartHire.ca® staff will create a recruitment plan specific to your business need.

⇒ **Job Analysis**

The SmartHire.ca® Job Analysis tool is used to systematically, methodically, and clearly identify and determine detailed career duties, responsibilities and qualifications and their relative importance to a position.

⇒ **Position Profiling**

Position Profiling gives candidates a full sense of what your company and employment opportunity offer. Set your opportunity apart from all others!

⇒ **Candidate Sourcing Strategy**

Use SmartHire.ca®'s long-term experience with sourcing qualified candidates to attract and retain great talent, with a minimum of time, effort, and cost.

⇒ **SkillScope™**

The SkillScope is comprised of ten position-specific questions and will be developed in consultation with the SkillScope Administration Clerk.

⇒ **Risk Assessment**

SmartHire.ca®'s Risk Assessment tools ensure you obtain an objective and un-biased picture of the background of each short-listed candidate.

⇒ **Career Fit**

Historically, SmartHire.ca® knows that it is extremely important to allow the candidate to uniformly evaluate their needs in terms of the community, the corporate culture, and the skill sets.

⇒ **Testing & Assessment**

Prevue is a sophisticated human resource assessment tool that produces psychometric reports which help companies hire, develop, and promote employees.

See more at www.grs.prevuepro.com

⇒ **HR Coaching**

Organizations turn to coaching for various reasons, and there are different kinds of coaching, but in all situations, a desire for change is present.

SmartHire.ca® offers Prevue Corporate Coach and Understanding Style Differences as effective, proven human resource coaching tools.

⇒ **Succession Planning / Career Mapping**

Be proactive and strategic by using Prevue Assessment's™ Succession Planning Reports to analyze your current staff and external applicants to determine their fit to selected job benchmarks.

⇒ **Exit Interviews**

SmartHire.ca®'s Exit Interview service is "third party" and can be utilized to improve the success of your future recruiting efforts (hires) by developing or increasing your understanding of why employees leave your organization.