

DEARDEN COMPETENCY ASSESSMENT

providing a reliable, objective
assessment service

Dearden is recognised for professionalism and expertise in assessing competence for leadership roles throughout the NHS, including clinical leaders. We offer a bespoke and multi-faceted assessment process that provides the interview panel with valuable, objective reports, raising the baseline from which they can make their selection...

- for recruitment purposes
- for succession planning
- for use during reorganisation/restructuring
- as part of an annual appraisal

We always...

- use a structured approach that is specifically tailored to your requirements
- provide the assessment in a way that enables candidates to perform at their best
- provide full written and verbal feedback to the client and candidates

Further details overleaf...



DEARDEN
search & selection



INVESTOR IN PEOPLE

Dearden Assessment – tailored to your needs...

Dearden Search and Selection is accredited to provide assessment under the NHS Executive Search and Assessment Framework and we have experience of assessing over 1000 candidates for the most senior posts in NHS organisations.

We use a rigorous multi-faceted approach that generates an objective picture of each individual's skills, abilities and personal attributes. Our tailored assessment service brings together psychometric and work based exercises and can include some of the following components...

- Competency interview
- Stakeholder exercises
- Personality assessment
- Aptitude exercises
- Individual presentation
- Case study

The competency report identifies areas that need further exploration and suggests questions to test out those areas.

Our aim is that all assessment processes are developmental for all candidates and full feedback is always given by our experienced consultants.

"I thought the competency assessment would be valuable in our selection following reorganisation, but I didn't realise how useful it would be."

*Chief Operating Officer
Mental Health Foundation Trust*

"I found the assessment reports provided an impartial analysis of an individual's capabilities and generated some really helpful information to support our selection process."

Chief Executive of a large PCT

"I enjoyed my interview with you... so pleased to receive the call last night offering me the post... thank you for helping to restore my confidence..."

Candidate