



Applicant Assessment Success Stories

Getting the Right People in Emergency Management Roles



Goal

Ensure quality hires for mission-critical leadership positions.



Challenge

The federal agency has high visibility supervisory positions that need to be filled with applicants possessing the right mix of tactical and supervisory skills. These positions are directly responsible for coordinating field support for citizens during emergencies.



Solution

Using Monster Applicant Assessment, the federal agency was able to measure applicants' supervisory skills using situational-based questions that showed how applicants would respond to specific scenarios. The supervisory assessment was administered after the vacancy closed and initial applicant qualifications were reviewed. Scores on the supervisory assessment were used to determine who would be selected for a hiring interview.



Success

The assessment tool was set up and in use within a week of receiving IT security approval. Hiring Managers appreciated the ease of assessment administration and straight-forward score interpretation. The federal agency was confident their hires possessed the required supervisory skills and secure knowing the right people were in place to carry out the mission.

