



# Recruitment Strategic 2020

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HROD Department

Excellence, Perseverance, Integrity, Care





# What's Issues In This Company?

- Low turnover rate of < 1% per annum.
- Manpower planning up to 2025 for project needs.
- Permanent status for operation, Employee contract for project based.
- Local employees with their respective cultures.
- We are a global company with human resources from different countries.
- Most of what we need are special skills for special positions.
- Special skills to find candidates who are truly competent.
- Global resources for human capital values.
- **Unity in diversity** issues.





# What's The Problem?

- Recruitment of foreigners for special qualifications with **technical competences in the oil & gas field**.
- Candidates of **foreign workers**, not much of the local candidate.
- **The unconscious bias** of the recruiting process implies that the recruiter has resorted to natural selection .
- The difficulty of finding candidates with **perfect technical skills** .
- **The halo effect** the selection process and tends to be **subjective**.



# Recruitment Strategic

- Recruitment method: Blind Recruitment for Expatriate.
- Blind Recruitment can really **remove unconscious bias** from the hiring process.
- Look at the candidate in terms of "**what you can do?**" not "who you are?"
- We do not see the country's background and culture.
- We need **skills and experience**.
- When we hire, we develop a corporate culture based on **unity in diversity**.



# Blind Recruitment?

- Blind recruitment is the process of removing any information that might identify a candidate in their resume and job application, so that candidate suitability for a role can be judged as impartially as possible.
- Blind recruitment is the policy of removing all applicants' names and other personal information from application forms before they are submitted to recruiting officers for shortlisting.
- The information includes, but is not limited to:
  - Name
  - Gender
  - Ethnicity
  - Age
  - Personal Interest
  - Social Economic Background
  - etc





## How The Process?

- The simplest step towards achieving a blind hiring process is through application or CV resume.
- HR Recruiter removes any identifying information by hand.
- Do a review of one CV just to see the experience and skills they have.
- We need time to review one CV for 4-5 minutes.
- See the suitability of experience, position and technical capabilities required.

# How The Step?

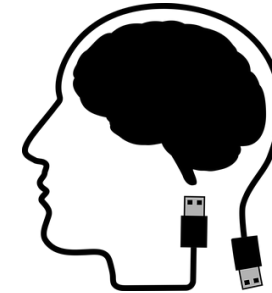


HRD will search through the agency using competency keywords.

(such as #welderNDT, #marketintelligence, geologistsurveyor, etc)



Candidate profiles/resume that are found and then collected.



Removal of candidate information (Personal information: name, gender, Ethnicity, Age, Personal Interest, Social Economic Background).



Do a review of one CV just to see the experience and skills they have.



Ask the user to do a review CV/resume.



Do interview process: starting with case study presentation brought by the candidate.



# Blind Interview?



The focus of interviews with CBI / BEI is by probing the case studies presented by the candidates.

Users will see the ability/skill not see the issue of personal information from candidates.





## Pros

- Wider candidate pool
- Level playing field
- Focus on talent and potential
- Positive brand reputation



## Cons

- A truly 'blind' process is a challenge
- Bias is simply postponed
- Recruitment process must support
- Flexible solutions – complex and costly