



# **Forest Enterprise Scotland**

## **5 Regional Manager roles**

# SUMMARY

**Forest Enterprise Scotland are redesigning how it delivers for Scotland's diverse communities, and at the heart of the changes is a new regional structure. Within that structure, sits 5 newly created senior management positions – Regional Managers.**

## THE CHALLENGE

**Initially, these new roles were available to the internal staff only, and TMP were commissioned to design the HTML email which was sent to all staff, sending a positive message around the restructure, and inviting candidates to apply.**

# THE SOLUTION

TMP were then appointed to design, build and deliver an Assessment Centre process. It was important that the candidates demonstrate effective leadership capability, the ability to think critically and make reasoned judgements. As part of the selection process, candidates were asked to undertake a combination of psychometric questionnaires and a critical thinking test to gather information as to their preferences and working approach. They were also asked to attend a one day assessment centre to assess the candidates' ability to demonstrate the competencies required to effectively carry out the role through a series of behavioural exercises.

TMP conducted a job analysis in order to understand the required competencies; selected the psychometric tests; sent the invitation to interview email to shortlisted candidates; booked the assessment centre venue; designed the assessment centre timetable; provided all assessors, actors and facilitator for the assessment centre event; produced full candidate reports and undertook feedback calls to the candidates following interview process.

