Unilever selects high-calibre trainees using *SHL graduate solutions*

Client background

Unilever Benelux is part of Unilever, a multi-national corporation with 400 consumer product brands in home, personal care and foods.

Unilever Benelux attracts a high volume of applications for its graduate training scheme every year. The company has a six month recruiting cycle, from January to June, with jobs being offered in September each year. Selecting high-calibre candidates for these schemes is a clear priority.

Challenge

The graduate programme covers a broad range of professional roles including: Finance, Sales and Marketing and Logistics. A commercial, engineering or economics background is the basic minimum requirement for a trainee position.

Unsurprisingly, Unilever Benelux found that the majority of graduate applications looked very similar. The challenge was to quickly and accurately identify candidates with excellent analytical skills before putting them through a comprehensive in-house assessment day.

Solution

As part of the recruitment and selection process, candidates were asked to sit an SHL numerical test, specifically designed to measure the ability to make correct decisions or inferences from numerical data.

The scores of each graduate test were instantly made available to the recruitment panel. Candidates who achieved the desired results were then invited to attend an in-house assessment day.

Results

"After introducing SHL's numerical test into our recruitment and selection programme, we have seen a number of high-quality applicants attending our in-house assessment days," said Catherine Herssens, Talent Manager at Unilever Benelux. "We are confident that this test accurately measured a candidate's numerical proficiency. By making faster hiring decisions, we were also able to improve the candidate experience," continues Herssens.

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