

Highfield Level 3 End- Point Assessment for ST1421 Recruiter

Mock Assessment Materials

Presentation with questions

Recruitment processes			
Ref	Assessment criteria (Pass)	Criteria met	Criteria not met
RP1	Describes their approach to managing the recruitment, assessment, and selection process for candidates to support them throughout the recruitment lifecycle, including those who require reasonable adjustments. (K4, K18, S10)		
RP2	Outlines the techniques and networking and marketing tools they use when sourcing vacancies and candidates in line with stakeholder requirements and organisational policies and procedures, and how they research, identify, and attract candidates using methods to satisfy job requirements. (K10, K13, S2, S6)		
RP3	Explains how they take accountability and ownership of their tasks and workload when creating, planning, managing, and monitoring the performance of recruitment campaigns to meet stakeholder requirements. (K12, S5, B3)		
Ref	Assessment criteria (Distinction)	Criteria met	Criteria not met
RP4	<i>Justifies their approach to managing the recruitment, assessment, and selection process for candidates, making recommendations for how they can enhance support for candidates throughout the recruitment lifecycle. (K4, K18, S10)</i>		
RP5	<i>Evaluates the effectiveness of candidate sourcing techniques and tools used by their organisation in attracting candidates when sourcing vacancies. (K10, K13, S2, S6)</i>		

Stakeholder engagement and management			
Ref	Assessment criteria (Pass)	Criteria met	Criteria not met
SEM1	Explains how they develop, manage, and maintain relationships with stakeholders, engaging them to review recruitment processes and services in order to identify opportunities to improve their own performance and ensure continuous improvement. (K1, K14, S3, S12, S13, B4)		
Ref	Assessment criteria (Distinction)	Criteria met	Criteria not met
SEM2	<i>Evaluates the impact of continuous improvement activities on the recruitment process and services, stakeholder engagement and their own performance. (K1, K14, S3, S12, S13, B4)</i>		

Organisational strategy			
Ref	Assessment criteria (Pass)	Criteria met	Criteria not met
OS1	Explains how they plan and prioritise activities and allocate and manage resources within budget requirements to meet the organisation's recruitment strategy and processes and increase talent and client pipelines. (K21, K22, S21)		
OS2	Demonstrates how they utilise ethical and sustainable recruitment strategies, processes and working practices to identify and apply sustainable and greener methods of working. (K23, S19)		
Ref	Assessment criteria (Distinction)	Criteria met	Criteria not met
OS3	<i>Evaluates the extent to which their planning and prioritising of activities and management of resources has increased talent and client pipelines. (K21, K22, S21)</i>		

Technology and software			
Ref	Assessment criteria (Pass)	Criteria met	Criteria not met
TS1	Explains how they ensure compliance with organisation and legislation requirements when using technology and software tools to manage information and recruitment activities. (K19, S15)		