

IMI's Global Assessment Approach

Background

IMI takes on the most difficult engineering challenges and works with some of the world's leading industrial companies. They continually look for ways to solve specific industry problems whether it's developing micro solutions for dispensing tiny amounts of medical reagents or reducing emissions for trucks. The IMI Graduate Programme is a global undertaking and has grown over the past few years. They now recruit 60 graduates across 19 countries.

Objectives

- Create robust attraction and recruitment strategy to support global growth
- Develop new immersive, educational process that blends insight, culture and rigorous assessment to provide high calibre candidates

Solution

Amberjack helped IMI to incorporate real scenarios from their graduates into each stage of the process. Their Purpose, Core Values and leadership behaviour framework are embedded into the assessment process, resulting in successful candidates embracing the culture from the very beginning of their journey, rather than focussing solely on ability testing. The focus was on ensuring candidates were able to thrive as part of the supportive and inspiring culture where people can be who they want to be.

IMI's process is fully virtual. Candidates apply across multiple countries; speed and accessibility is crucial. The programme benefits from excellent sponsorship and engagement from senior leaders (many of whom are also graduate alumni). Keeping the process virtual enables them to participate at assessment centres. In turn, this provides candidates an opportunity to interact with leaders during the selection process.

The selection process is tested with current graduates and interns, including the overall content and any amendments based on feedback or adverse impact study findings. This is then discussed with the steering group for approval, prior to implementation.

Impact

- IMI have met the target demand for graduates each year, with requirements often increasing during the campaign, particularly in the last two successive years.
 - Their NPS score process has exceeded the UK industry average for the last 2 years.
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