

SAFESELECT RECRUIT

Offering specialised recruitment services for high risk work environments.

We take the risk out of hiring by providing end-to-end recruitment services, founded in best-practice recruitment principles. Our services are tailored to organisations recruiting for high-risk work environments, where ensuring the safety of individual staff, team members, clients and the community is the highest priority. Our team of psychologists specialise in recruitment for high risk roles where employees may:

- Need to manage heightened emotions
- Face the threat of violence
- Need to use force
- Work with vulnerable individuals
- Be exposed to high stress working environments
- Be exposed to highly sensitive or potentially traumatic material
- Be exposed to danger or risk to personal safety
- Work in an isolated environment

OUR APPROACH TO RECRUITMENT: PERFORMANCE + POTENTIAL

When measuring a candidate's suitability for a role, we assess both their performance and potential. Performance data provides an indication of a candidate's previous behaviour. This is obtained through interviews, resumes, reference checks, work sample tests and interactions with the candidate. Potential provides insight into how the candidate will perform in the future. We measure potential through psychometric assessments.



Our assessments provide insight into the unobservable characteristics of the candidate – their values, personality preferences and beliefs, which can impact how they will behave on the job. Through measuring both performance and potential we can measure a candidate's suitability for the role, and in particular identify any potential psychological risks to avoid hiring problem performers.



FOR MORE
INFORMATION

T 1300 777 233
E safeselectsupport@convergeintl.com.au
convergeinternational.com.au



OUR RECRUITMENT METHOD

CANDIDATE ATTRACTION

We attract top talent through targeted advertising and drawing on our database of candidates for high-risk roles.



CANDIDATE SCREENING

Depending on our client needs we undertake CV reviews, police checks, video-interviews and assessment centers.



CANDIDATE PSYCHOMETRIC ASSESSMENT

Shortlisted candidates complete SafeSelect psychometric assessments.



INTERVIEW

We conduct psychological risk and job suitability interviews.



REFERENCE CHECKS

We conduct tailored reference checks, targeting areas of potential risk identified in psychometrics assessments.



CANDIDATE OFFER AND ON-BOARDING

OUR INDUSTRIES

Each year we assess over 10,000 candidates applying for risk roles. Our clients are from the following industries:

- Ambulance
- Child Protection
- Corrections
- Firefighting
- Health and Allied Services
- Juvenile Justice
- Community Services
- Transport
- Local Government
- Police
- Probation and Parole
- Security
- Sheriff
- Transport
- Manufacturing
- Aged Care
- Disability

PROVEN RESULTS

Our clients have found the following benefits from SafeSelect Recruit:

- ✓ Reduced turnover of new employees
- ✓ Reduced sick leave of new employees
- ✓ Reduced number of WorkCover claims and legal costs
- ✓ Reduced work-related health and safety incidents
- ✓ Enhanced team culture and cohesion
- ✓ Enhanced productivity and performance
- ✓ Enhanced employee satisfaction

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