

Assessment centre fact sheet

An assessment centre is a process where several candidates (usually 8 to 12) rotate through a number of assessment activities in one session (e.g. interview, written activity, group activity). The process can be run in-house by agencies or by engaging recruitment consultants.

Assessment centre processes are structured in their design, application and procedures and should be facilitated by trained assessors who help ensure objectivity and consistency in the process.

Assessment centres are used after the initial pre-screening stage.

The assessment centre approach is useful for high volume recruitment campaigns, to facilitate the establishment of talent pools or where there are a large number of candidates.

A typical assessment centre incorporates a range of structured assessment activities where a candidate's performance is observed and rated by several assessors. This approach also allows for multiple capabilities to be assessed using different methods.