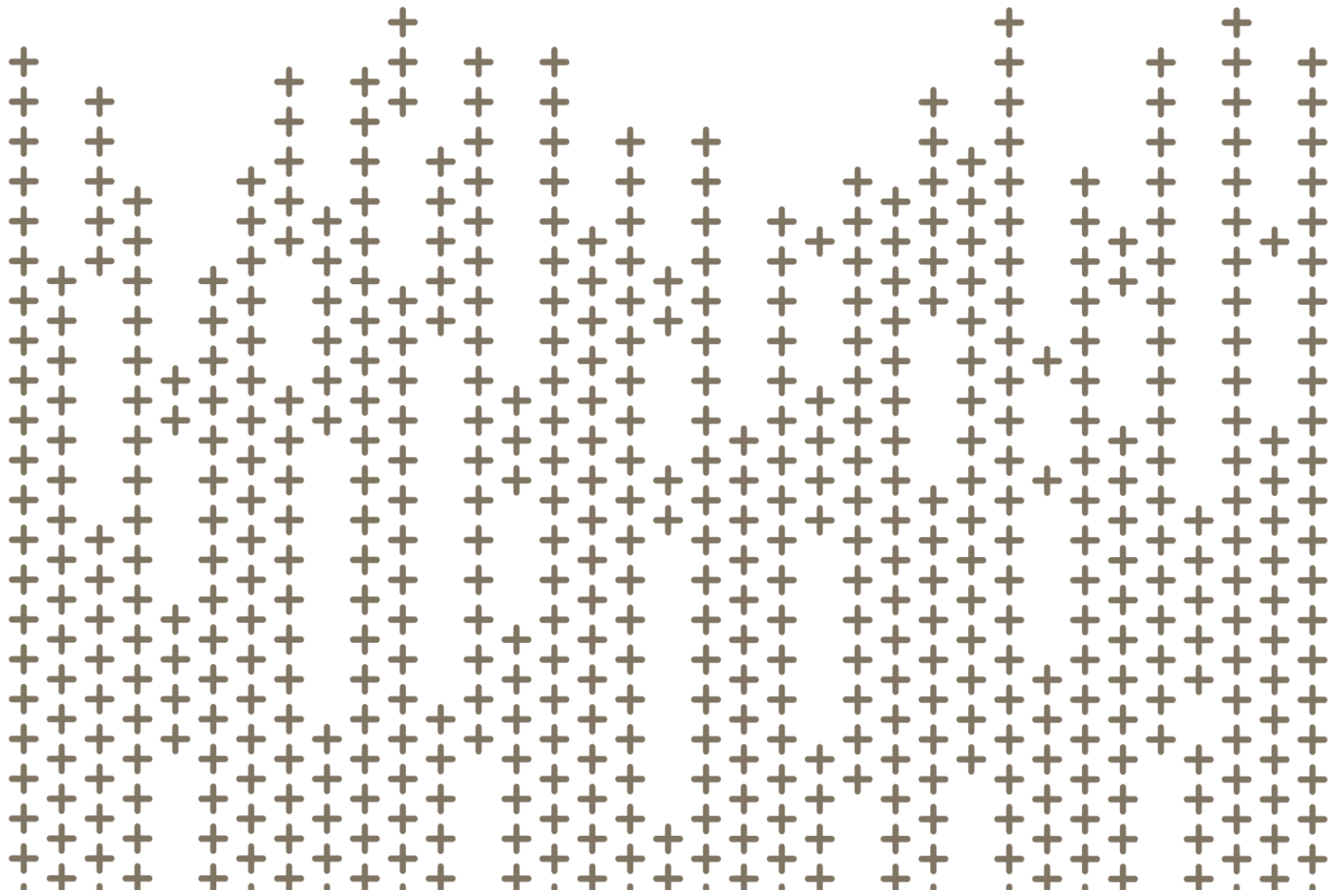


# Business Analysis Assessment Case Study

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## Major UK Bank – Business Analyst Assessment

The client is a Change Management team within a leading UK Bank. Positive were engaged to assess potential permanent Business Analyst recruits and make recommendations on their suitability for the role.

## Background

The client wanted to recruit a number of new permanent Business Analysts. To ensure that the recruitment process would be as robust and reliable as possible, an Assessment Centre approach was adopted. Positive were engaged to run an assessment exercise as part of this process.

## Process and Outcome

Positive carried out the following;

- Worked with the client to match BA skills and attributes to their standard competency model.
- Conducted a dry run of the assessment with an internal member of staff to ensure that the process would work.
- Conducted the assessment which consisted of:
  - A case study scenario
  - The candidate's presentations back to the assessor
  - Probing questions to test knowledge and understand aptitude for the analyst role.
- Provided verbal feedback on the candidates on the day of the assessment centres.
- Provided a written assessment within 48 hours detailing
  - Recommendation
  - Performance during the exercise
  - Alignment to BA skills and attributes.
- Three Assessment Centres were held.
- Twelve candidates assessed.
- Five offers made of which four were accepted.

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## Benefits

Positive ensured that the client benefited from;

- Consistent assessment criteria that were clearly linked to internal competency and that ensured all candidates were assessed fairly.
- Assessment feedback that provided an initial development plan for new recruits.
- A process that enabled candidates to demonstrate their ability to carry out the role.
- An assessor who was able to put the candidates at their ease and made use of many questioning techniques in order to provide candidates with the best opportunity to demonstrate their knowledge / aptitude.
- The recruitment of high quality candidates which will ultimately benefit the quality of the deliverables from the client and make them more efficient.