

CLIENT OVERVIEW

Our client is a leading banking institution based in the United Arab Emirates, operating across retail, corporate and digital banking services. The organisation serves a large and diverse customer base and is recognised for its strong market presence, customer-centric approach and continuous investment in digital transformation.

As part of its growth strategy, the bank initiated a large-scale recruitment campaign to support expansion across key business areas, requiring the rapid identification of high-quality candidates while maintaining rigorous selection standards.

THE CHALLENGE

The client needed to recruit 30 employees from a large applicant pool of 350 candidates, all of whom met the minimum qualification criteria.

The key challenge was to:

- **Efficiently filter a high volume of applicants**
- **Ensure objective and data-driven decision-making**
- **Identify candidates with the right cognitive ability and behavioural fit**
- **Reduce reliance on subjective screening methods**
- **Maintain speed without compromising quality of hire**

The client required a structured and scalable assessment approach that could narrow down the candidate pool while ensuring alignment with organisational competencies and role requirements.

OUR APPROACH

1 Cognitive Filtering Using Saville Aptitude Assessments

To manage the high volume of applicants, we implemented an initial screening phase using Saville's aptitude assessments, focusing on:

- Verbal reasoning
- Numerical reasoning
- Logical/abstract reasoning

These assessments provided an objective measure of candidates' cognitive ability, critical for performance in banking roles requiring analytical thinking, accuracy and decision-making.

Through this phase:

- 350 candidates were assessed
- 100 candidates were shortlisted based on their aptitude performance

This significantly reduced the pool while ensuring that only candidates with the required cognitive capability progressed to the next stage.

2 Behavioural Fit Using Saville Psychometric Assessment

Following the aptitude screening, the shortlisted candidates completed a Saville psychometric assessment to evaluate their:

- Behavioural preferences
- Cultural and organisational fit

The assessment results were mapped against the bank's predefined competencies, ensuring alignment with:

- Customer focus
- Attention to detail
- Collaboration and teamwork
- Accountability and performance orientation

Based on this analysis:

- **The top 50 candidates were identified as the closest fit to the organisation's competency framework**

3 Final Selection Through Structured Interviews

The final stage involved individual interviews conducted by the bank's HR team.

These interviews focused on:

- Validating assessment insights
- Evaluating role-specific experience
- Assessing motivation and cultural alignment

Following this stage: **30 candidates were successfully selected and hire**

OUTCOME & IMPACT

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The client was able to successfully manage a high-volume recruitment campaign using a structured, data-driven approach.

Key outcomes included:

- **Improved objectivity and consistency in candidate selection**
- **Enhanced confidence in hiring decisions**
- **Reduced time-to-hire without compromising quality**
- **Efficient reduction from 350 applicants to 30 successful hires**
- **Strong alignment between selected candidates and organisational competencies**

The candidates selected demonstrated strong cognitive capability and behavioural alignment, contributing to smoother onboarding and early performance impact.

KEY TAKEAWAY

This case highlights how Saville assessments can be effectively used to:

- Filter large candidate pools quickly and objectively
- Combine cognitive and behavioural insights
- Support high-volume recruitment without sacrificing quality

"From 350 applicants to 30 high-quality hires — combining data, insight and structured assessment to enable better hiring decisions."