

How Mobilink reduced time by 45% to hire a candidate for an Engineer position



Filling the Open Access Network (OAN) Engineer position

Mobilink had to fill the OAN Engineer position based in the city of Faisalabad, Pakistan. Thirty-nine candidates who had applied for the job were selected for the first screening through the online pre-employment test.

Considering that one hour was the average time it took to interview one candidate, the Mobilink HR effectively reduced the '*time needed to interview*' by inviting only those candidates who scored well in the online test. Scoring well in the test meant the candidate was familiar with and capable of managing the situations that impacted the job position.

Talent profile and related competency tests

The line manager of OAN Engineer was looking for an individual who could maintain BSS cell sites, integrate newly commissioned NEs (BTS, BSC, XCDR, MSC) in the network, supervise the network integration team and ensure quality implementation.

After the Mobilink HR shared the assessment requirement, the HireLabs' team connected with the line manager of the position to conduct a preliminary job needs analysis to identify current and future situations that impacted the position. A Competency Map having the following seven competencies was identified:

- Power Engineering
- BSS Fundamental
- GSM Fundamental
- Telecom Engineering
- Microwave Transmission
- Business Communication
- MS Office Suite

Seven competency tests were created for the position. Once the tests were approved by the line manager, they were packaged as one assessment and made available for testing online by the HireLabs' team.

39 candidates shortlisted, 5 interviewed, 1 hired

Through online testing platform, 39 candidates were invited for online testing and assessed. Online testing helped the HR to select top candidates for the interview.

One candidate who had scored high was appointed for the OAN Engineer position. It has been more than a year since he is working with Mobilink.

Mobilink, Pakistan's leading cellular service provider has assessed 16,000 potential candidates for 800 positions, using 1200 technical and behavioural tests customised by HireLabs.

Challenge

- Reduce the time it takes to interview and hire for a position.

Solution

- Create 7 competency tests to assess for the OAN Engineer position
- Provide online testing tool, Profile Sense
- Provide real-time analytics and assessment reports

Approach

- Conduct job analysis in collaboration with the line manager
- Create a Competency Map
- Customise tests for the position
- Receive line manager's approval
- Client assesses candidates
- Client shortlists candidates on basis of assessment reports
- Client invites candidate for interview

Outcome

- It is estimated, Mobilink was able to reduce the time needed to interview candidates for the OAN Engineer position by 45%
- Candidate appointed by Mobilink is working with the company since more than a year

"We are using web-based services of HireLabs for recruitment purpose mainly to assist in pre-employment testing since 2009"

Syed Zulfiqar
Director Staffing & Compensation, Mobilink
