3D FRAMEWORK®

Attracting, hiring, and continuously engaging top talent has never been more challenging.

Our continued research and investment in this field led to creating a unique platform to help our clients overcome these challenges;

The 3D Framework® is a unique, data-driven talent insights platform designed to help companies overcome short-term recruitment challenges whilst simultaneously building a diverse, agile talent pipeline for what lies ahead. It is changing how companies attract, view, and hire their senior and leadership talent.

The 3D Framework® powers our core recruitment solutions and is underpinned by 3 key pillars of recruitment expertise:

Diversity:

Proven strategies to widen, deepen and strengthen our talent pools.

- 13+1 ED&I Monitoring. Embedded at three points in our Delivery process.
- Social Mobility Data. Socioeconomic data gathered alongside Diversity & Equality data.
- ED&I data is encrypted to ensure trackable data without bias.
- Post-Project ED&I Reports. These include both aggregated and detailed diversity data to ensure effective insight and follow-up action.

Data:

Evidence and improve our quality of service, to provide diversity innovation and genuine market insight.

- Brand Awareness & Brand Attractiveness Data
- Recruitment Data and Project Analytics
- Diversity, Inclusion & Socioeconomic Data
- Qualitative Data. We deliver active insight from our network and our partners.

Delivery:

Because robust, outcome-driven recruitment campaigns are what our clients deserve.

Identification

A robust market map on every project.

Attraction

Our 3D talent pipelining methods ensure your EVP is clear and visible. This can include microsites, multimedia candidate packs and targeted social media strategies.

Assessment

Comprehensive aptitudinal, behavioral and competency assessmments.

Project Delivery

Shortlists delivered using our 3D Candidate Profiles, which include a competency heatmap, a BPS-accredited psychometric assessment, and a video submission.

Campaign Support

Advice and support throughout the project, including detailed candidate feedback and proactive offer management.

Post-Project Reports & Aftercare Meetings.

Our data-driven campaign summaries focus on five key areas: Recruitment Performance, Market Intelligence, Diversity Data, Process Review, and Brand Perception.

DIVERSITY   DATA   DELIVERY