

EADS takes off with cut-e



The challenge: identifying good candidates from high volume

Faced with the challenge of selecting the best candidates from a large number of graduate applicants, and knowing that they needed the experience of external providers, EADS looked to *cut-e* and the consultancy company Mannaz to support their recruitment process.

EADS (rebranded as Airbus Group since January 2014) is a European industrial flagship that unites the capabilities of three market leaders: Airbus, Airbus Defence and Space and Airbus Helicopters.

The solution: defining an effective pre-selection process

EADS chose a combination of *cut-e* assessment procedures and a telephone interview to structure a more effective pre-selection process. Applicants were invited to participate in an online assessment and asked to complete the *cut-e* personality and motivation questionnaires shapes and views, to allow EADS an insight into the character and motivation of those applying. Applicants were also required to successfully complete three tests assessing relevant abilities.

After the online assessment applicants were able to register for a telephone interview directly via the *cut-e* assessment platform and these were coordinated and conducted by Mannaz who mastered the logistical coordination of matching interviewers and interviewees internationally.

The outcome: more focus on better candidates

We are delighted and proud that this project went exceptionally smoothly despite the challenges of coordination. The feedback that *cut-e* and Mannaz got from EADS and from those taking part in the process was overwhelmingly positive.