



Centralina Council of Governments

GROWING Jobs and Our Economy | CONTROLLING Cost of Government | IMPROVING Quality of Life

Assessment Centers for Recruitment and Promotions Help Find the Right Person for the Job

The Challenge

Selecting the best candidate to hire or promote is one of the most important decisions a local government can make. The costs of hiring the wrong person and replacing them are not limited to the financial loss of repeating the hiring process and training a new individual. Promoting or hiring the wrong candidate is disruptive and demoralizing to department staff and damages the organization's credibility with staff and the public.

Helping Achieve Successful Hires

For the past 20 years the Centralina Council of Government's Professional Promotion and Hiring Assessment Centers have been helping local governments hire or promote the right person for the job, the first time. Our unique, time-tested method includes a battery of job simulations and incorporates an impartial panel of peers to assess candidates' performance. Our experienced staff and process meets your needs through:

Testing Real-Life Skills – Candidates are taken through a battery of job-related tasks designed to simulate the tasks and responsibilities of that specific position.

Tailored to Your Needs – We work side-by-side with you to tailor each process to meet your specific needs to ensure you achieve your hiring or promotional goals.

Peer Assessment – Professionals holding the same position as that being assessed are recruited to observe and evaluate how well candidates perform in job-related simulations.

Objective Point of View – Municipal officials using this service have appreciated getting an objective external review of candidates that can help provide additional insight, and validation of a careful and sound decision-making process.

Transparency to the Public – This process is transparent to the public and staff and helps to increase confidence in a jurisdiction's hiring and promotional process.

Proven Success – CCOG's Assessment Centers have established long standing relationships throughout the region because we succeed only when our clients succeed.

"We used CCOG's Assessment Center because of their extensive experience with these processes – they get results."

– **Chief Carl Robbins,
Mooreville Police Dept.**

"The simulations and peer evaluations were invaluable to us. CCOG worked with us to develop a process to fit our needs and we were very satisfied with the results."

– **Chief Rory Collins,
Salisbury Police Dept.**

For more information contact:

**Michelle Nance, Centralina Council of Governments at (704) 348-2708
or email mnance@centralina.org; www.centralina.org**