



Mitie Waste and Environmental Services Case Study

“WasteRecruit have been a key partner in our recent major recruitment process, taking the time to really understand our needs. Their use of traditional recruitment services coupled with their candidate testing and psychological assessments has enabled us to select the best people for our business.”

Nick Carter – Head of Operations, Mitie Waste and Environmental Services Ltd

Mitie’s waste and environmental business is one of the most innovative resource management company’s in the UK. They are achieving widespread success and enjoying significant growth. As is often the case with fast growing companies, they identified the need to ensure their recruitment strategy was aligned with the wider organisational goals.

WasteRecruit’s bespoke search and selection service resonated with Mitie’s waste and environmental management team and we were engaged to build a solution involving the use of the WasteRecruit business psychologist. The project involved multiple roles and each one was important to the future success of the business.

WasteRecruit spent two days at the Mitie offices undertaking job analysis with key staff to profile the roles and the business, identifying the knowledge, skills and personal attributes required to be successful. From a cultural perspective it became clear that Mitie Waste and Environmental Services required energetic and resilient individuals who were driven to achieve their goals and had a collaborative focus, with an awareness of the wider needs of the business.

We designed a bespoke assessment process for each role making use of a competency based interview, personality measure and aptitude tests. The ensured candidate alignment with the role and the business was measured objectively, accurately and fairly.

WasteRecruit’s Business Psychologist managed the entire assessment process; ensuring candidates understood what was expected of them prior to completing assessments and telephone interviews.

Telephone interviews were captured verbatim to ensure accuracy when reviewing the answers and assessing evidence against the bespoke framework of each role. Clear, coherent and concise two-page reports were produced for each candidate, assessing alignment with the role and company culture and outlining key strengths, potential risks and further areas for discussion in the face-to-face interviews.

Face-to-face interviews took place at Mitie offices in Bristol with a WasteRecruit consultant and Business Psychologist facilitating the process and providing analysis and insight.

Every stage of the process has been a success and WasteRecruit have been proud to support Mitie’s waste and environmental business as they continue to grow and achieve their longer term goals.