

SKILL-BASED RECRUITING

CVs no longer speak for themselves. Those who cannot explain their competencies lose out – even if they could do the job.

At first glance, the term “skill-based recruitment” sounds like a pleonasm: what else should be central to hiring decisions if not skills? The term highlights that, in the past, hiring decisions were often heavily based on formal qualifications – sometimes even on the reputation of educational institutions or previous employers. It is a positive development that these formal criteria are losing importance. Skilled practitioners are thus given fairer opportunities – even when competing with candidates with academic backgrounds.

This raises the bar for both sides. Job seekers need to understand their relevant competencies and communicate them clearly – for example through concrete examples from their professional experience. A personal and professional assessment can be a powerful tool in this process. Recruiters, too, face greater demands: they must recognise relevant profiles and assess the required competencies in interviews – especially when transferable skills are not immediately visible.

In times of skills shortages, ideal candidate profiles are often hard to find. This makes it even more important to recognise potential – on both sides of the table.

Articles on competency-based recruitment (all articles)

- Skill-based recruitment – old wine in new skins?
- Do not fall in love with job advertisements!