



BUILDING A FAST-TRACK DEVELOPMENT PROGRAM FOR PwC

CHALLENGE

- **The growth of Banking Sector in Greece and the lack of experienced specialists with a specific set of skills created a gap in the employment market. This urged PwC to introduce the Fast-Track Development Program, with an aim to cover senior level positions in the Banking sector within PwC.**

PwC is the leading professional services network in the world, helping organisations and individuals by delivering quality in assurance, tax and advisory services. The company employs more than 270,000 people in 157 countries. The Fast-Track Development Program is at the core of the Financial Services Department that is responsible for the Banking Sector in Greece. The participants of Fast track Development Program are the bank advisers and auditors of the future, and as such, identifying the right people with the specific soft skills is crucial to the ongoing success of the sector.

Industry

Professional Services

Company type

Multinational

Challenge

The thorough evaluation of candidate soft skills in the first ever national Graduate Recruitment Campaign and the identification of talents who will undergo PwC's Fast-Track Development Program with an aim to be hired permanently in the Banking Sector

Results

- ▶ Enhanced candidate experience
- ▶ Refined and validated hiring criteria
- ▶ Stronger employer brand
- ▶ Acquisition of next-gen talents
- ▶ Individualized training and Development plan

OWIWI HELPS PwC TO BUILD THE FAST-TRACK DEVELOPMENT TEAM & ADDS VALUE TO THE EMPLOYERS BRAND

Before using Owiwi, PwC was shortlisting candidates based on their numerical and logic skills, as well as personality traits through the use of traditional psychometric tests.

“The point is to find qualified people, it doesn't matter to get 10 people just to say you covered the positions – it doesn't make sense to hire people who aren't qualified because the tasks are going to be very demanding.”

Owiwi's psychometric test was added in order to make a thorough evaluation of candidates soft skills on the second round of interviews to derive the final shortlist, enhance candidate experience, and improve employers branding of PwC. Also, to predict which candidates have the potential to develop into high scale professionals.

HOW DID FAST TRACK DEVELOPMENT PROGRAM EVOLVE?

The Program addressed the Greek students residing both in Greece and abroad. Specifically, PwC team visited several Greek universities as well as foreign ones, including LSE (London School of Economics), LBS (London Business School) and Imperial University.

The first step of evaluation included online tests – numerical, logic, and personality, which were followed by an interview. Those who passed the interview, continued at the Assessment Center with a Case Study, that included role play, It wasn't about technical issues, it was more about soft skills – adaptability, flexibility, team work and Presentation skills. At the next stage, they played the Owiwi game, followed by the second interview.

“We are extremely happy that Greek market, and especially PwC reached out to us. We had an impression that PwC Greece in general doesn't hire as much as PwC UK does, and the fact that they are considering us for their opened positions, is an amazing opportunity for us to return back home” - students of LSE, LBS and Imperial Universities.

PwC screened 500 resumes, out of which 120 made it to the first phone interview. At the second round of assessments 8 candidates were hired through the application of the Owiwi tool.

OWIWI ENHANCES PwC's CANDIDATE EXPERIENCE

Candidates who went through the Owiwi assessment, provided very positive feedback stating that they found the process both engaging but also insightful; thanks to the automated feedback reports they received. Moreover, candidates didn't experience any stress, they were so absorbed by the course of the game that they forgot it was a part of PwC's Fast-Track Development Program, All this helped to enhance PwC's employers brand.

"Candidates really liked that they had the ability to receive a Report after the completion of the assessment and that they were able to see how well they did in the game,"

At the end of the evaluation process, PwC got feedback from each candidate as it was the first time they applied the Owiwi tool.

WHAT DID THE CANDIDATES SAY ABOUT THE OWIWI ASSESSMENT TOOL?

"Being a game lover since a child, a game-based recruitment platform induced me more eagerness to play and participate as a candidate in the process rather than anxiety. The experience was indeed magnificent and not anxious at all. From the very beginning the game environment commanded my attention. I was in charge of choosing my character, and as the game proceeded, I was responsible for leading my team towards finding precious treasures and exploring hidden islands. From my perspective, the whole idea is unique and candidate friendly. Moreover, the software is able in the end to give you detailed results regarding your personality, again in a gamified visualization that differs from the conventional tests. Consequently, the game frames smoothly the PwC's recruitment process and is able to assist a multinational company in the selection of the most appropriate and most suitable person for each vacancy."

THE USE OF OWIWI AND ITS FURTHER APPLICATIONS

PwC recruiters found the Owiwi platform extremely user friendly and advanced. Especially the Updated Reports, and the fact that all the information is gathered in a single page, which is very helpful during the interview.

"We found it very user friendly and efficient. On the dashboard, we could understand at a glance what exactly we have to do. Clear & modern designs of the platform helped us to navigate the talent pool quickly and take efficient and immediate candidate shortlisting decisions."



PwC's Fast-Track Development Program was launched together with Owiwi for the first time this year and it was a resounding success! Having delivered a positive candidate experience and helping the company to shortlist high-potential talents; PwC will run the same program again next year and will continue to explore other applications for Owiwi for their regular graduate intakes.



Questions?

Contact us at info@owiwi.co.uk and we will answer any questions you may have.



Book a Call

Call us at [+2103640924](tel:+2103640924) and our Account Manager will guide you according to your needs.



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