



## What is Position Benchmarking?

Sourcing and selecting the right people for the right roles is a challenge for every business. The pressure for businesses to do more with less means they need to get more from their current and future team members. Ensuring the right people hold the right positions means their behaviours, motivations and personal skills must match the requirements of the role.

Position Benchmarking identifies the motivations, behaviours and personal skills needed for superior performance. The hard skills for a job are fairly easy to determine and include level of education, experience and KPI requirements for example. Position Benchmarking goes further and determines what type of person would be most successful in the role.

Included in the Position Benchmarking process is a revision of the job description, input from up to ten subject matter experts, a thirty-seven factor (21 page) report and a comprehensive position pack with suggested ads, interview questions and process suggestions.

## Results and Benefits

Position Benchmarking gives employers great insight into what natural behaviours, motivations and personal skills superior performers will have.

Position Benchmarking will lead to:

- **Clear understanding of the requirements of the role**
- **Managers having a hiring process to follow**
- **A benchmark to compare applicants against**
- **An unbiased view of superior performance**
- **Another piece of the selection puzzle**



***Find out what Position Benchmarking can do for you. Call us today!***

## **DTS International**

54 Flinders Street Darlinghurst NSW 2010 Australia

02 9360 5111

[www.dtssydney.com](http://www.dtssydney.com)

[info@dtssydney.com](mailto:info@dtssydney.com)