



Anonymised recruitment for greater diversity

When recruiting this year's candidates to the trainee and tech program, HR wanted to try something new to boost diversity – an anonymised recruitment process.

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When recruiting to this year's talent programs, HR wanted to minimise the risk of selecting candidates based on unconscious biases.

“This year we chose a new vendor to support us in the talent program recruitments, TNG. We chose them mostly because of their anonymised recruitment process, which is in line with our needs and our aims to be a diverse company”, says **Maria Moberg** from HR.

An early skills and personality check

TNG is specialised in what they call objective recruitment. In the process, they do not ask for personal letters but are making skills and personality assessments already in the beginning of the recruitment phase, instead of in the end which SEB normally does.

“We focus on the candidate experience and this way, they are filtered on skills and personality from the beginning and do not need to spend unnecessary time in the recruitment process. From SEB's perspective, we are presented with fewer but more of the right candidates to the roles”, says Maria.

More diversity

After TNG has run the first part of the process, it is time for the 'SEB days' where the candidates are introduced to SEB and faced with different business cases to solve. This is also the first time they get to meet their potential manager. However, the managers still do not have access to the CVs. Hence, they do not know anything about their background or educational level.

"The SEB days this year were so much fun because I really saw a difference from previous years in diversity. The thing they all had in common was that they scored well on our skills tests and that their values were aligned with SEB's. Hence, the parameters that really matters", says **Gabriela Almonacid** from HR.

After the 'SEB days', the managers together with TNG chose three candidates each that they had final interviews with. Just prior to that meeting, the managers were given the candidates' CVs.

The right people to the right roles

According to the talent team within HR, the new method has been successful.

"I think that we have managed to get the right people to the right roles to an even greater extent than before and we also have a large variety of people. However, it is important that we do not put all of our trust into algorithms and data. When just looking at skills and personality, it could sometimes lead to homogeneity as well since you do not take for example gender into account. Then we need to ensure that we have a good mix of candidates when we sign the job contracts", says Gabriela.

The agreement with the vendor is signed for three years and will after that be evaluated.



Angelica Lindström

Internal Communication Officer
Group Staff & Control Function

Skriv en kommentar

Kommentarer (1)

Björn Myrland



Love it!!!

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