

Support Services

As required, Starbuck James can support the recruitment process by arranging **psychometric tests** on, for instance, each of the short listed candidates. In conjunction with the interview process, this may help you to explore whether a candidate has the ability, behavioural style, personality, interest and motivation that matches the demands of the job.

Additionally, Starbuck James offers an extremely comprehensive **referencing** service. This could be used to validate that the chosen candidate is who they purport to be in terms of age, education, achievements, directorship history etc. In addition, competency based referencing may be used in order to gain confirmation of skills etc.

Starbuck James can also carry out **Salary Research** where a wide range of independent data is consulted in order to provide a current, objective view of salaries for benchmarking and review purposes.