

## Equality, Diversity and Human Rights Week 2016

### Staff Profile- Kenechi Nduka-Richard

#### Values Based Recruitment



*I am Kenechi Nduka-Richard and I have been working for Hampshire Hospitals NHS Foundation Trust (HHFT) for the past three years as a Recruitment Manager, covering recruitment for both medical and non-medical posts. This role has been very satisfying as it is so dynamic, with it evolving in the past three years to increasingly meet the diverse needs of an organisation like HHFT. In the past two years, I have supported the introduction of Value Based Recruitment through the implementation of assessment centres and values based interviews to recruit for roles across the organisation.*

*The values based assessment centres have been used in the appointment process for more than 50 Healthcare Support Workers (HCSW). We have also held over six assessment centres since the initiative commenced and have had an average of 50 candidates attend each of these assessment centres. The appointees have provided feedback on the robustness of the process and have been pleased about the fact that the assessment centre provides them with a realistic insight on the HCSW role.*

*More recently, the Trust appointed 35 Clinical Matrons via an assessment centre with the Trust's values providing the primary basis on which a decision was made on whether or not to appoint. All interviews across the organisation are now values based with managers asking questions that require candidates to demonstrate these values.*

*The Recruitment Team is currently working on raising the organisation's profile across Hampshire as an 'employer of choice'. Much of this has been done via social media channels including Facebook, Twitter and Linked In. We encourage all HHFT employees to get involved with this initiative by simply following the HHFT pages on all three channels and liking/sharing any posts on these pages.*

#### Today's Question:

**How can we 'live' and promote our HHFT values?**

Please e-mail us at: [Equality&Diversity@hhft.nhs.uk](mailto:Equality&Diversity@hhft.nhs.uk) with your thoughts

