

Offering specialised recruitment services for high risk work environments

We take the risk out of hiring by providing end-to-end recruitment services, founded in best-practice recruitment principles. Our services are tailored to organisations recruiting for high-risk work environments, where ensuring the safety of individual staff, team members, clients and the community is the highest priority. Our team of psychologists specialise in recruitment for high risk roles where employees may:

- Need to manage heightened emotions
- Face the threat of violence
- Need to use force
- Work with vulnerable individuals
- Be exposed to high stress working environments
- Be exposed to highly sensitive or potentially traumatic material
- Be exposed to danger or risk to personal safety
- Work in an isolated environment

OUR APPROACH TO RECRUITMENT:

Performance + Potential

When measuring a candidate's suitability for a role, we assess both their performance and potential. Performance data provides an indication of a candidate's previous behaviour. This is obtained through interviews, resumes, reference checks, work sample tests and interactions with the candidate. Potential provides insight into how the candidate will perform in the future. We measure potential through psychometric assessments.

Our assessments provide insight into the unobservable characteristics of the candidate – their values, personality preferences and beliefs, which can impact how they will behave on the job. Through measuring both performance and potential we can measure a candidate's suitability for the role, and in particular identify any potential psychological risks to avoid hiring problem performers.



FIND OUT MORE

📞 1300 777 233 @ safeselect@convergeintl.com.au

👉 convergeinternational.com.au



OUR RECRUITMENT METHOD



OUR INDUSTRIES

Each year we assess over 10,000 candidates applying for risk roles. Our clients are from the following industries:

- Ambulance
- Child Protection
- Corrections
- Firefighting
- Health and Allied Services
- Youth Justice
- Emergency Call Takers
- Aged Care
- Local Government Councils
- Primary Industries
- Police
- Police Security
- Probation and Parole
- Public Utility
- Sheriff
- Transport
- Manufacturing

PROVEN RESULTS

Our clients have found the following benefits through use of SafeSelect assessments when hiring:



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