

16 March 2018

Rolls-Royce, supported by cut-e, win prestigious recruitment award for the best mobile assessment experience

Rolls-Royce, in partnership with assessment specialist cut-e, won the esteemed 'Best Use of Mobile' FIRM award, after creating an innovative instant messaging simulation assessment to recruit its global graduates, interns and apprentices.

The FIRM is a collaborative community of 8,500 corporate recruitment professionals across 71 countries. Founded in 2007, its members network, share knowledge and give advice on all aspects of recruitment and talent management. The FIRM awards recognise excellence and innovation in in-house recruitment. Established in 2013, they are judged by senior talent acquisition professionals.

"The FIRM awards recognise and celebrate the pioneers in our industry," said Emma Mirrington, Director of The FIRM. "Rolls-Royce excelled in the category of Best Use of Mobile and presented an immensely impactful mobile experience, impressing every one of the judges."

Rolls-Royce is a global engineering company and one of the world's most admired brands. With 50,000 employees, it serves the civil aerospace, defence aerospace, marine, nuclear and power systems industries in 150 countries. Its customers include 400 airlines, 160 armed forces, 4,000 marine companies, 70 navies and over 5,000 power and nuclear organisations.

cut-e helped Rolls-Royce to engage and assess its graduates, interns and apprentices by creating a new mobile situational judgement assessment. Called chatAssess, it measures the strengths, personality and cognitive abilities required for role success. It also assesses the candidate's social skills, conscientiousness and their ability to organise themselves and manage pressure.

In real time, candidates are required to manage a simulated 'inbox' of a manager who has recently left the firm. When incoming text messages containing questions or requests for advice are received from different virtual colleagues, candidates choose which messages they want to reply to and they select and submit a predefined response. The data from their responses is collected and scored, resulting in a validated analysis of the candidate's performance. Candidates highlighted that using chatAssess was 'engaging', 'different' and 'enjoyable'.

"Rolls-Royce wanted to differentiate its brand by providing a fresh and innovative candidate experience that was valid, robust and fair," said Andreas Lohff, CEO of cut-e. "We created a short assessment that provides an insight into a candidate's behaviour and how they're likely to react when they're faced with job-relevant scenarios. This is helping Rolls-Royce to identify the most talented and high potential candidates."

The 2018 FIRM Awards were presented at 8 Northumberland Avenue in London on 15 March 2018.

For further information about chatAssess, please visit <https://www.cut-e.com/chatAssess>



an Aon company

Press release

Background notes: Founded in 2002, cut-e (pronounced 'cute') is part of Aon's Assessment Solutions, a global talent solutions group within Aon plc (NYSE: AON). Aon is a leading global professional services firm providing a broad range of risk, retirement and health solutions. cut-e provides online tests, questionnaires as well as video and gamified assessments for attraction, selection, talent management and development. Aon's Assessment Solutions undertakes 30 million assessments each year in 90 countries and 40 languages. For further information, please call Amanda Dawson (PR contact) on +44(0)20-8953 8863 or e-mail her at amanda@daws.com