



Candidate Assessment Report

Nemanja Simeunović

Datum: **02/09/2021**

Strengths and potentials report

Made within the project "Business Inclusion"

Summary

Summary recommendation

Candidate Nemanja Simeunović, according to his competencies, personal strengths, and interests expressed through the assessment process, is primarily recommended for positions in the field of human resources. Depending on the size and hierarchy of the system, it could be positions of HR Consultant, but also higher positions, with certain management responsibilities (SME sector).

Key positions for which we recommend the candidate:

HR Generalist



HR manager (SME sector)



HR Administrator / People Service Specialist



Personal strengths

The most significant strengths of the candidate are his proactivity and propensity to take the initiative, also the focus on teamwork, as well as the perseverance and systematic approach with which he approaches work. The candidate also shows good stress management, as well as a willingness to make decisions and take responsibility for them.



Overall impression

During the process, the candidate has been cooperative and has shown a responsible approach to their responsibilities, as well as to agreements with others. The candidate leaves the impression of a person with enterprising and proactive thinking, which he is very happy to use in order to help the others achieve their intentions and goals as well. In addition, the candidate is focused on continuous improvement and development of his skills and knowledge.

Personal strengths

Conclusions about the main strengths of the candidate are based on the interview and the results of the Harrison Career Navigator questionnaire. One of the strengths that stood out during the evaluation process is the candidate's initiative. It is reflected in his tendency to identify needs or potentials in his surroundings, as well as his willingness to take the necessary steps to implement the ideas for improvement. The candidate's strength is also his orientation to teamwork, i.e. his experience, and good functioning when it comes to working in a team, on team goals, and in cooperation with others in general. The candidate shows perseverance when encountering difficulties and obstacles, as well as a willingness to engage in challenging tasks and goals. He is systematic in his work, i.e. successful in tasks that require careful/methodical thinking from step to step. The candidate shows good stress management and readiness to work under deadlines and tight schedules, as well as to take on the responsibility for making decisions.

Initiative

Teamwork

Perseverance

**Stress
Management**

Systematic approach

Decision-making

Candidate motivation

The candidate is, above all, motivated to work in the field of human resources, as before, with the emphasis on the fact that he would like his job to include more work with people, compared to the part related to HR administration. The candidate is also motivated by opportunities for research and gathering information, new knowledge, and according to the results of Harrison's career navigator, the candidate is motivated for such jobs primarily in the areas of marketing and market research.

Job recommendations

Candidate Nemanja Simeunović is primarily recommended for positions in the field of human resources and depending on the size and hierarchy of the system, these could be HR Associate positions, or HR Specialist/Consultant positions, with a focus on recruitment within the candidate's previous experience industries. The candidate is also recommended for positions with management responsibilities, in the SME sector. The candidate is recommended for these positions due to his rich work experience in this field, as well as continuous improvement. He is also recommended based on the propensity to show initiative, due to his perseverance, and systematic work, as well as teamwork orientation. The candidate could perform higher functions in the mentioned area, thanks to his experience, proactive way of thinking, as well as willingness to take over the authority of the decision-maker.

Legend

Personal strengths	Based on an objective assessment of the competencies and strengths of the candidate measured by the Harrison Career Navigator questionnaire, as well as on the candidate's answers to pre-defined interview questions with a professional consultant - psychologist.
Candidate motivation	Based on projective questions related to the self-perception of future professional aspirations, taking into account the results of the Harrison Career Navigator questionnaire regarding the interests and preferences of the candidate.
Job recommendations	The recommendation is based on the results of the Harrison Career Navigator questionnaire, information from the interview as well as the overall impression of the candidate. The recommendation is made by an expert consultant - psychologist who performed the assessment based on the necessary competencies for certain occupations and positions.