EXPERT ENGINEERING

ASSESSING TALENT – MANDATORY SCREENING FOR 3RD PARTIES

CODILITY ROLLOUT

The journey to date

NICI

Launched global mandatory and optional specialised screening assessments

NICV/Aust

NICV and Tech Graduates / Interns switched over to global mandatory and optional specialised screening assessments

Australia

Phase 1 commenced with global mandatory and optional specialised screening assessments

Australia

Phase 2 commenced with global mandatory and optional specialised screening assessments

Australia

Phase 1 commences with 3rd Party testing begins with Business & Private Bank

SCOPE

In Scope:

Phase 1: Mar 14th

- All new Time & Material 3rd party requests in B&PB CIO
- All new Time and Material components on a Fixed Price SOW
- When resources are being swapped out on existing T&M SOW's ($0 CR when name changes on an existing SOW)

Phase 2: Apr 11th

- Time and Material 3rd party renewal requests (CR)

Outside of Scope:

- Fixed Price SOW's
- $0 Change Requests (CR) – date extension only
- Software / license SOW's

PROCESS

New engagements

- Hiring/Commercial Manager engages with the vendor for a new requirement
- Vendor provides candidates
- Hiring/Commercial Manager submits request for the global mandatory assessment to be initiated
- Candidates complete the assessments
- Once the candidate completes the assessments and meets the minimum criteria then a SOW is drafted
- Commercial Manager / Enablement team review prior to processing SOW / RA

Extensions

- Hiring/Commercial Manager engages with the vendor for an extension to existing resources (CR)
- Hiring/Commercial Manager submits request for the global mandatory assessment to be initiated
- Resource completes the assessments
- Once the resource completes the assessments and meets the minimum criteria then a SOW (CR) is drafted
- Commercial Manager / Enablement team review prior to processing SOW / RA (CR)

Swapping out a resource

- Hiring/Commercial Manager engages with the vendor to swap an existing resource with a new one
- Vendor provides candidates
- Hiring/Commercial Manager submits request for the global mandatory assessment to be initiated
- Candidates complete the assessments
- Once the candidate completes the assessments and meets the minimum criteria then a SOW (CR) is drafted
- Commercial Manager / Enablement team review prior to processing SOW / RA

OPTIONS ON HOW RESOURCES COMPLETE ASSESSMENTS

There are three options in the way that candidate complete the assessments and will be determined by their location, availability and the hiring manager.

NAB Office:

- Candidate attended a NAB office and completes the first round assessment in person (3 tasks)
- The Hiring Manager may request that they complete a second assessment whilst there or at another suitable time (1 task)

Hybrid:

- Candidate completes the first round assessment remotely within 5 days of receiving the invitation (3 tasks)
- Candidate attends a NAB office to complete a second assessment (1 task)

Remote:

- Candidate completes the first round assessment remotely within 5 days of receiving the invitation (3 tasks)
- Candidate completes a second round assessment within Codility via zoom/teams, the candidate must have a suitable laptop that has a working camera

FAQ'S

Q: Who completes the mandatory assessment? A: Any resource that is being put forward to a role that requires coding and falls in to our agreed job families.

Q: Who creates the assessments? A: We have a dedicated team of Distinguished Engineers who create and update the assessments.

Q: How many task/questions are in the assessment? A: There are three tasks on the Global Mandatory Assessment and between 1 tasks on the Specialised Assessments

Q: Is there a minimum score that candidates need to meet? A: Yes a candidate must score 67% or above on the global mandatory screening assessment.

Q: Does the assessment change? A: There are multiple tasks within the assessment which are randomised when the link is sent out to the candidate.

Q: Who monitors the assessment? A: The assessments will be monitored by our central team

Q: How long do candidates have to complete the assessment? A: Candidates have 110 minutes to complete the three tasks within the assessments however on average it takes between 15-20 minutes per task.

Q: How long are the links active for? A: The links are available for 5 days, with a reminder sent out when they have 48 hours remaining

Q: What security is in place? A: The Codility platform has inbuilt security measures such as keystrokes, internet searches, common response checks.

Q: How much does it cost? A: There is no cost involved.

Q: Does each task have a weighting toward the overall score? A: Yes each assessment has an inbuilt weighting formula based on a number of factors.

FAQ'S

Q: If someone passes the assessments will they need to complete them again if applying for a different role? A: No, once a candidate has met the minimum requirements they do not need to go complete the assessments for another 12 months

Q: What happens if candidates are put forward for more than one role? A: They will only be required to complete the assessments once.

Q: Do all Tech roles need to complete the assessment? A: No, only those in the agreed job families that have coding requirements, roles such as Business Analyst, Project Managers, Scrum Masters, do not need to complete the assessments. The Hiring Manager will confirm at the time of engagement if it's required.

Q: Can a candidate complete the assessment more than once? A: Yes a candidate can complete the assessment more than once however we recommend that they only complete it twice in a short period, if it has bee more than a few months then they could complete it for a third time as the candidate may have done some training/upskilling

Q: Does a candidate need to complete the mandatory assessment if they have already passed and applying for a different role? A: If they have completed and passed the Global Mandatory Screening within the last 12 months then they don't need to complete it again.

Q: If the link has expired before the candidate has an opportunity to complete it can it be reissued? A: Yes we can send out another link to the candidate if it has expired, noting they will have an additional 5 days to complete the assessment

Q: What happens if the candidate has a disability? A: Inform both the Hiring Manager & Codility.Admin@nab.com.au of the candidates disability and we will work with you and the candidate to find a suitable alternative.

Q: What happens if I have questions further questions about Codility? A: Reach out to you Procurement Manager and/or Codility.Admin@nab.com.au

FAQ'S

Q: Do existing engaged resources need to complete the mandatory assessment? A: Not yet however in Phase 2 (Apr 11th 2023) we will be rolling it out for any resource that is looking to be extended.

Q: What happens if an existing resource at NAB doesn't meet the requirement? A: They will have the opportunity to complete the assessment again in 4 weeks time, if they don't pass the second attempt then we will be looking to swap out that resource with a candidate that meets the minimum criteria

Q: If I swapping resources out do they need to complete the mandatory assessment? A: Yes, they will need to complete the mandatory assessment and meet the minimum criteria before commencing.

Q: Who's responsibility is it to inform the vendor if an assessment is required? A: It is the Hiring Managers responsibility to inform the vendor and to initiate the assessment.

Q: What happens if someone plagiarises? A: We will not be proceeding with that candidate, if they are already at NAB we will look to swap them out with another resource.

Q: Can a vendor get a copy of the report? A: At this stage we are only able to provide if the candidate was either successful or unsuccessful in meeting NAB criteria.