PCM MICROSERVICES

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# INTRODUCTION

## Document Purpose

The document has been produced to provide detail and context around the Assess and RPP application landscape at a high and low level in order to inform concerned parties of the interface, communication methods and protocols used and standards that will be adhered to in development and future maintenance of the RPP to Assess interface. This document should be seen as a detailed specification that is contributed to by both IBM and CAPITA.

## Positioning Statement

Capita is enabling a full ITO and BPO for the Army and an ITO for the Navy and the RAF. This is known as the Recruiting Partnering Project (RPP). This work is aimed at transforming the existing candidate recruitment experience from a number of perspectives to enable a seamless application to the Armed Forces through to enlistment.

For the Army only, Assess presents a number of assessments to the candidates including but not limited to the ACT Screener, ACT-Verifier, Army Life Preview (ALP) and Situational Judgment Test (SJT).

Online psychometric assessments will be accessed via the Candidate Portal with information being captured via web form based questionnaires (including videos) which will be answered by a Candidate directly (self service). The tests taken will vary by career stream i.e. officer or regular soldier but will involve numerical reasoning, aptitude, motivation and situational judgement.