



# 1st INTERNATIONAL CONFERENCE ON GRADUATE EMPLOYABILITY

High Professionalism Desk  
large numbers / large customers



## Territorial distribution

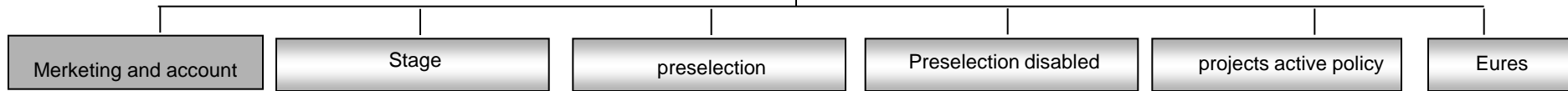
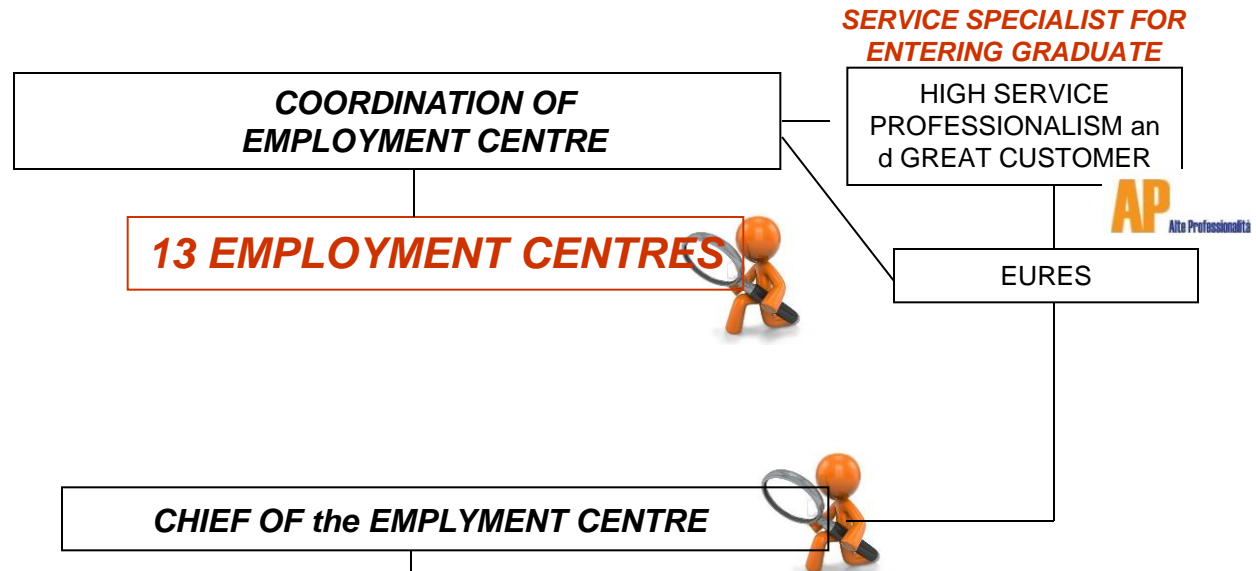


in the Province of Turin there  
are **13** employment centre

employment center  
**100.000** people

# Organization chart

*structure of central  
coordination*



**Silp (database)**



The Province of Turin has launched a specialized service that offers a search service and pre-selection of "high profiles" (managers, graduates, specialized profiles)

The service is specialized and is operated by employees of the province of Turin (in-house). Inside work four qualified professionals and two consultants, (they all have extensive experience in the selection of human resources is coming from companies).

The service is included in the Labour of the Province of Turin in Coordination Centres for Employment





## GUIDELINES AND STRATEGIES

In a time of great crisis in the province of turin manufacturing companies are in crisis, the coordination oh employment centre decided to support the companies by enhancing the level of services offered.

In the same time the graduates who found jobs with ease first began to turn to the EMPLOYMENT CENTRE. The job centers have had difficulty managing the demands of graduates because they did not have a lot of requests from companies

## HIGH SERVICE PROFESSIONALISM and GREAT CUSTOMER is BORN

**The collaboration with the Politecnico di Torino was strategic for the service. Has allowed us to expand the range of services offered to graduates joining the economic, human resources and know-how between the Province and job placement of Politecnico.**

**The collaboration has been sanctioned by a Convention between politecnico ad coordination of emplouèyment centre**

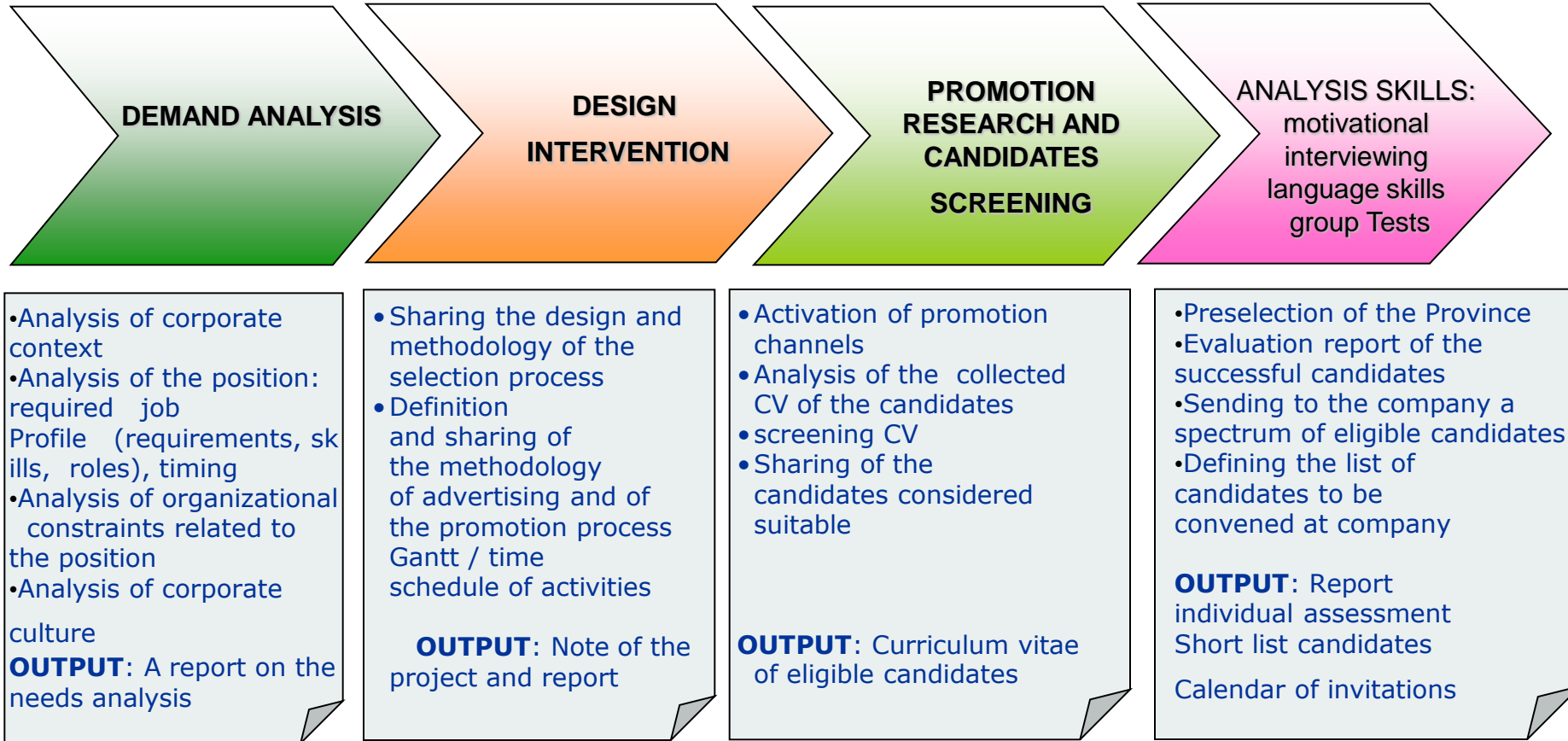


## HIGH SERVICE PROFESSIONALISM and GREAT CUSTOMER

Dedicated service for the pre-selection of candidates finalized at meeting demand and supply of high profile job skills (graduates) or specialized profiles that can be crucial or strategic to business development.

The activation of this service requires that one or more of the following elements are expressed:

- **Type of contract:** fixed-term contracts aimed at a stabilization or permanent contract
- **Positions with specialized skills and / or roles of responsibility or large numbers recruiting** working in different organizational areas (employees, managers, executives);
- **Profiles to be searched with a pre-selection process** that includes **multimodality:** individual interviews / group-depth interviews in English, interviews with practical tests in a situation, tests co-designed with the company



Process Monitoring  
search and selection

- Design and preparation of the integration plan
- integration monitoring
- Collecting process outcomes

## LEVELS OF SERVICE OFFERED TO CANDIDATES

- Direct access to highly skilled employment opportunities without area constraints (undergraduates with specialization or graduates);
- Timely access to tools to promote research (web provincial board, bulletin boards, job placement, ...)
- Ability to auto-nominate using different methods (email, by appointment)
- Support in understanding the requirements and evaluation of the requirements requested
- Orientation talk regarding active research (on request)
- Advice and support in the articulation of an effective curriculum vitae (on request)
- Information on the how to search job opportunities
- Entering the cv into "High professional" database
- Feedback on the outcome of the interview with the candidate (analysis and indications of improvement in areas of weakness expressed during the interview) in relation to the time and the results that the company provides



## LEVELS OF SERVICE OFFERED TO BUSINESSES

BRONZE

### BASIC LEVEL

- Analysis of organizational needs of the company, achieve details of the job description and job profile of the candidate to look for;
- Analysis of the selection methodology and to standardize it as much as possible
- Analysis and definition of the job profile sought (knowledge, skills and quality) and the constaining requirements  
Choosing the most appropriate channels for the research (media, web, paper, territorial)
- Collecting and sending cv to the company

SILVER

### INTERMEDIATE LEVEL

- Analysis and screening of applications received
- Definition of a list of potential candidates and sending cv and summary table of suitable candidates
- Sharing and validating of the first selective step with the company
- Design of the selection process (types of tests and selection standards)
- Pre-verification of competence and motivation of each candidate through structured telephone interview.
- The candidate is invited for an interview.
- Definition of the selection process for individual and/or group (preparation of selection tests...)
- Definition and presentation of short list
- Presentation of the candidates to the company (evaluation report)
- Sharing the results of the first level of selection
- Collection of outcomes at the second level of interviews

GOLD

### ADVANCED LEVEL

- Support in the design and construction of the second interview study
- Drafting of the integration plan of the candidate
- Re-opening of the selection in case of no agreement between Applicant and Company
- Monitoring the integration within the company for the trial period

## POWER ELEMENTS OF SERVICE

- Co-design of the selection process: Forming a team that integrates both AP selectors and Corporate Recruiters, customization of the professional integration with corporate methodology and business needs of the company.
- Definition of a research process and selection of tools analysis ad hoc for the Company, construction of a system of project monitoring
- Continuous control and coordination management of the applicant for all the selection process
- Reduction of indirect costs of logistics and secretarial activities (use local offices, summoning communication ability, non qualification)
- Pre-paid service without any extra charge to the Company
- Strengthening cooperation between public and private





## SOME PROFILES WANTED

General manager, sales manager for Italy, export area manager, plant manager, general contractor turnkey, structural analyst, mechanical designer, packaging designer, head of reception, particularist senior body, designer cad-cam, details designer, electrical engineer, dashboard designer, php programmer, responsible for R & D laboratory, database manager, head of maintenance and support, responsible electrical maintenance, air conditioning engineer, expert SAP, controllers, buyers, database manager, responsible planning and scheduling, project managers, product managers, sales staff, accounting junior, Team Leader, hardware designs, tax expert, hardware test engineer, wi-fi systems analyst, assistant manager, responsible logistics, mechanical designers, responsible senior administration, central biogas engineer, environmental expert in construction, analyst banking processes, cost accountant, product designers, R & D packaging, internal auditor of quality, Quality supplier engineer, customer quality engineer, marketing manager, program manager junior .....



## The databases from which to draw high professionalism

**Silp**  
(Piemonte Job Information System )

Self-nominations  
Work Board  
[www.provincia.torino.it/lavoro](http://www.provincia.torino.it/lavoro)

**Job Placement**  
Polytechnic / University

Portal of the European  
Professional Mobility  
(EURES)

## COMPANY, leader IN packaging materials, SEARCH: 1 R&D manager

### Job profile:

Research and development managers may perform the following tasks:

- direct the development of R&D strategies, policies and plans
- lead major research projects and coordinate the activities of other research workers
- keeps an eye on the costs and assess the benefits of research and development activities
- interpret the results of research projects and recommend new products or services
- provide advice on research and development options available to the organisation
- monitor any developments/project in the research area

### Requirements:

University education - Chemical or engineering degree ;

oEnglish Fluent;

o5 - 8 years experience in research and development, upscale or go-to-market of industrial products, in particular packaging

oReady to travel occasionally

### Professional Skills:

Ideally combines experience in hands-on research with managing of development projects and processes with stage gate methods.

Leadership of small teams (4-5 people)

Fluent communicator and team player

Goals oriented

**Place of work:** Cuneo

**Employment contract:** Permanent

**Salary level:** competitive

Send your english cv to [alteprofessionalita@provincia.torino.it](mailto:alteprofessionalita@provincia.torino.it)  
specifying the title of the job vacation



Grazie

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