



**The Challenge:** Identify and recruit high potential graduates across China through competent assessment and selection .

**The Solution:** Tailor-made assessment process including panel interviews.

**The Result:** Offers were extended to 31 high potential graduates to join Super Shine.

### SuperShine

Super Shine is a real estate company invested by Singapore GIC group. They implement real estate projects across China and have built a good reputation in the industry. Super Shine has 3 subsidiaries in Beijing and Tianjin focusing on commercial real estate development.

### BACKGROUND

Super Shine partnered with Career RPO to manage its campus recruitment process, including process management, screening, qualification and offer.

### CHALLENGE

This was the first year that Super Shine initiated campus recruitment. Their target was to hire over 30 fresh but high potential graduates for 9 functions in Beijing and Tianjin to take key responsibility positions within their company.

Super Shine held campus talks in 3 top universities in Beijing and Tianjin with the number of fresh graduate applications from these two cities reaching 6,000. Super Shine required support from Career RPO to assist them to fill these positions in 4 weeks.

The scope of recruitment was to cover 2 cities: Beijing and Tianjin

## APPROACH

Based on the client's requirements and to achieve desired results, Career RPO offered a tailor-made solution combining onsite support with back-office screening and qualification for two cities. The project was executed jointly between Career RPO and Super Shine's assessors (HR and Line Managers) to guarantee effective

interviewing of candidates based on competencies and organisational fit.

\* Integrated assessment process: 1<sup>st</sup> round of assessments after pre-screening by Career RPO and Client: 2<sup>nd</sup> round of assessments by Client: Competency-based interviewed.

## RESULTS

After panel interviews with both Career RPO and Super Shine managers as a final selection step, 31 high potential graduates were extended offers to join the Super Shine Management Trainee Program.

"They are very effective in running this campus recruitment project and the service is quite detail oriented. Thanks to your whole team for kind support!"

Quote from Ms. Yang Li, HR Manager