

Highfield Level 3 End-Point Assessment for Recruitment Consultant

EPA-Kit

Mapping

End-Point Assessment Mapping at a Glance

Standard	Assessment Method	Criteria Ref
Business development	PD	BD1-14
Candidate management	PA	CM1-12
Consultancy	PD	CN1-14
Compliance	PA	CO1-14
Self-motivation	PA PD	B1.1-1.2 B1.3-1.4

Standard	Assessment Method	Criteria Ref
Courage and ability to effectively challenge poor performance	PA PD	B2.1-2.2 B2.3-2.4
Enterprise and entrepreneurship	PD	B3.1-3.4
Ambition, drive and determination	PD	B4.1-4.4
Tenacity and resilience	PD	B5.1-5.4
Confident, assertive and persuasive communicator	PD	B6.1-6.4

Standard	Assessment Method	Criteria Ref
Innovative	PA PD	B7.1-7.2 B7.3-7.4
Attention to detail	PA	B8.1-8.4
Ethical customer-focused approach	PA PD	B9.1-9.2 B9.3-9.4
Are very organised	PA	B10.1-10.4
Good questioning and listening	PD	B11.1-11.4
Demonstrate problem solving and decision-making	PA PD	B12.1-12.2 B12.3-12.4

Key: PA = Project Assignment

PD = Professional Discussion

*Please see individual assessment sections in the following pages for full details of the evidence criteria

End-Point Assessment Mapping at a Glance: By Assessment Method

Assessment Method	Standard	Criteria Reference
Project Assignment	Candidate management Compliance Self-motivation Courage and ability to effectively challenge poor performance Innovative Attention to detail Ethical customer-focused approach Are very organised Demonstrate problem solving and decision making	CM1-12 CO1-14 B1.1-1.2 B2.1-2.2 B7.1-7.2 B8.1-8.4 B9.1-9.2 B10.1-10.4 B12.1-12.2
Professional Discussion	Business Development Consultancy Self-motivation Courage and ability to effectively challenge poor practice Enterprise and entrepreneurship Ambition, drive and determination Tenacity and resilience Confident, assertive and persuasive communicator Innovative Ethical customer-focused approach Good questioning and listening Demonstrate problem solving and decision making	BD1-14 CN1-14 B1.3-1.4 B2.3-2.4 B3.1-3.4 B4.1-4.4 B5.1-5.4 B6.1-6.4 B7.3-7.4 B9.3-9.4 B11.1-11.4 B12.3-12.4