

The **QEPA** standard is the backbone to UK Headhunters candidate vetting practises. Developed by our senior team taken from years of experience **in their respective** fields, **QEPA** has quickly become a valued and trusted resource, successfully identifying only the crème de la crème of candidates to fill your employees and clients positions.

This document shows the **QEPA** benchmark for an accepted candidate.

QUALIFICATIONS - ENTREPRENEURIAL - PERFORMANCE - ADAPTABILITY

Q

Qualifications

Finding quality candidates means concentrating on the whole package. Our account managers first look for evidence of qualifications covering **academic excellence** (which ensures a core understanding), **professional achievement** (which ensures consistency within a practical setting), **professional qualifications** (ensuring the candidate is fully versed and up-to-date in issues within their specialism) .

We often ask that our candidates have **professional memberships** and are active members of professional bodies, regularly involved in events, whether it be networking, seminars or conferences occasions.

This level of awareness often illustrates in depth knowledge and broad range of awareness within chosen & related fields.

E

Entrepreneurial

Internal entrepreneurship, regularly coined '**Intrapreneurship**' is possibly the most important asset to-date **ANY** candidate must have.

Within this field, we look for evidence of dynamic leadership and a drive to engage ones peers. Creating lasting business relationships and treating 'everyone as a customer' cultivating long-term networks, successful relationships and agility in even the largest of companies.

The Intrapreneurial candidate shows evidence of creativity and an invitation of change management, always looking for the evangelists and the revolutionaries way to complete activities.

P

Performance

All vetted candidates have shown ability in past positions for high performance in driving teams, personal performance, motivation of themselves and other members around them and with a passion for their specialism, this area should look to identify the 'above par' performance level that employers endeavour to find.

A

Adaptability

Being a proven and successful change leader in their own right, whether it be adapting to environmental shifts or people change; the successful candidate shows a constantly up-to-date agility and awareness of the changing role his or her position demands.

The ability to adapt to new situations is always a pre-requisite element of any approved candidate, whether it is internal or external, staffing change or strategic change, or a reaction to market pressures.

The core **QEPA** demands are minimum levels identified solely by UK Headhunters.

Pleas contact your account manager to discuss your candidate requirements.