



**THE NEXT  
GENERATION OF  
AUTOMATED  
HRM & RECRUITMENT  
IS HERE**



**hai** | Human  
Asset  
Intelligence



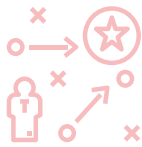
**The most proficient skills  
assessment and data  
analytics tool available for  
HR, Function Heads and  
Line Managers**

**Interdisciplinary/  
Multidisciplinary  
Complimentary to other  
human assessment  
methodologies**

# Defining Success

## Phenomenal time and cost saving recruitment automation

- Automatically identifies your best three (or more) applicants
- Reduces executive hours invested in the interview process



## Total visibility workforce skills, expertise and capability

- Empowers HR and Leadership to manage Ethnicity and Gender policies fairly
- Documents the details of individual team member professional and soft skills expertise
- Employers can skills profile individuals or teams, locally and globally
- Identifies training needs and continuous updating aids monitoring of skills development

## Mergers/takeovers? Ramping up a new team?

- Provides function Managers with immediate detailed individual or team competencies, local or global
- Mergers/lay-offs: Identifies professionals for talent retention
- Fastest tool on the market for matching individuals to emergency response teams



## Extended market potential

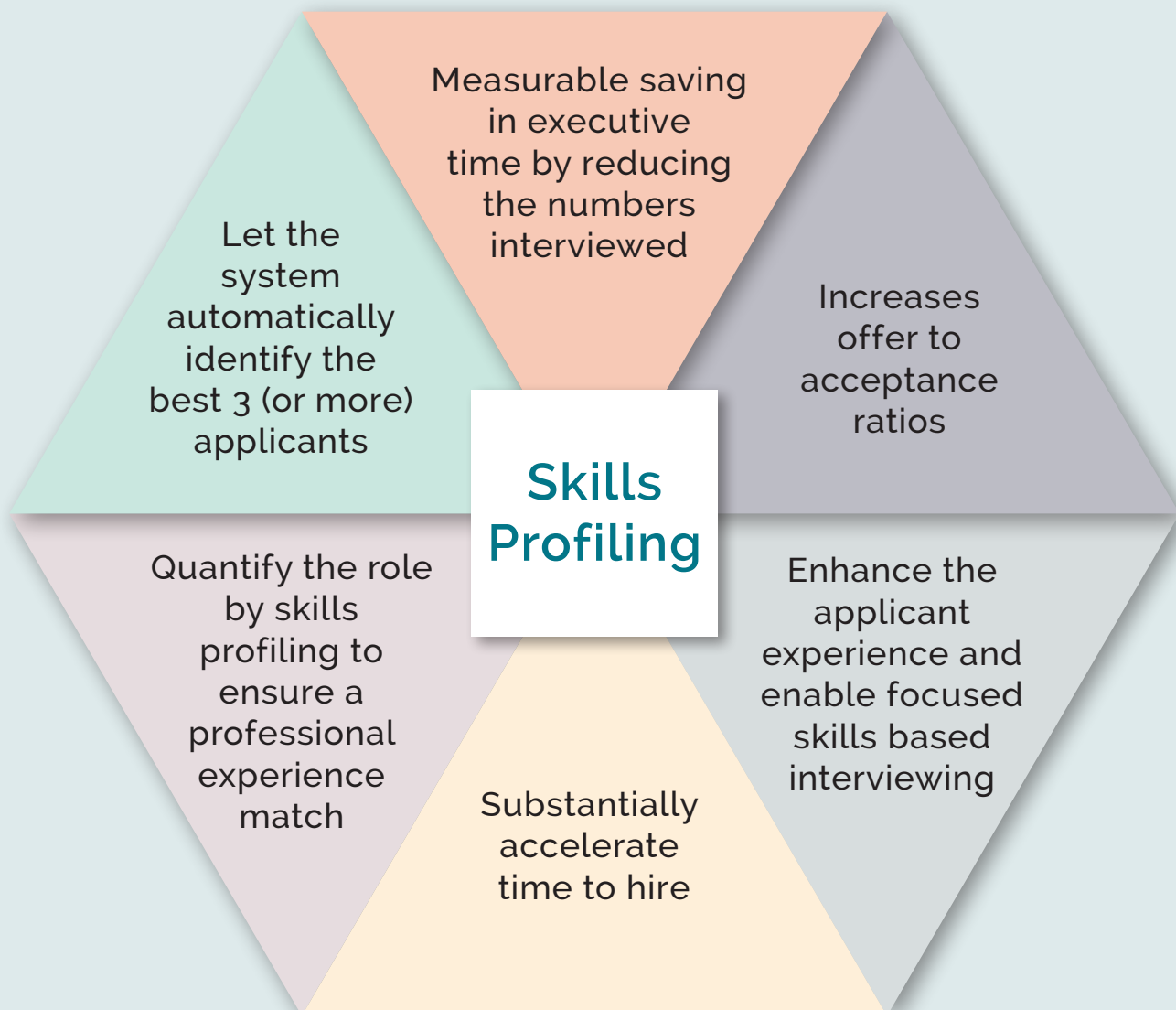
- Gives Corporates potential to expand skills profiling to many other types of professionals
- Horizontally to RPOs, IT Services, Recruitment Agencies, HRM Solutions Providers, vendors of Recruitment/Employee Databases, the Health Sector, O&G Upstream and Downstream, and other sectors employing highly skilled workers

# Quantifiable Improvement

To your talent acquisition results

First identify the practical professional skills, knowledge and experience the job demands through skills profiling, let the system identify the top three (or more) applicants, interview your short list. Then you can refer your selected applicant(s) to other soft skills assessment methodologies as a complement to the system that focuses on the basic professional skills first.

**Interdisciplinary/Multidisciplinary and complimentary to other human assessment methodologies.**



# So what is skills profiling?



**The fast, simple and easy comprehensive recording of job specific skills expertise, know-how and soft skills all graded with levels of practical capability**

**Adapted for different regions of the world** - each profile is a compilation of 300+ professional skill statements.

**For external or internal recruiting** - the Hiring Manager selects from a profile, identifying which skills, experience, aspects of know-how, professional knowledge and soft skills are essential for the role/task and can also mark up 'desirable/value add skills'.

**Candidates/employees** - complete a mirror image of the form, grading each entry as Extensive, Moderate, Little or None.

**The system** - will swiftly identify your best matched three (or more) applicants. Further value-add comes from stating the percentage skills match to the job description and identification of any shortfall in key skills requirements.

**The back-office** - instantly delivers analysis drawn from any aspect of the skills profile, quantifying total function capability, individual or group training needs or those qualified to give training, finding specific expertise for problem solving, and it is the fastest tool on the market for matching individuals to emergency and specialist response teams.

**Mergers/lay-offs** - speedily identifies individuals for talent retention.

# External recruiting rejuvenated

## Advantageous cost and time saving recruitment automation that:

- Delivers accurate and accelerated matching to position descriptions plus identification of best three (or more) qualified applicants
- Identifies interdisciplinary, multidisciplinary and transferable skills
- Automates work flow that is currently manual and time-consuming
- Significantly improves interview/offer/acceptance ratios
- Substantially reduces executive hours invested in the interview process
- Enables recruiters to process more applications/interviews
- Database stores applicants' skills profiles for quick selection against future vacancies
- Especially helpful recruiting applicants in or from other regions
- Identifies employees that match new job vacancies or promotions prior to external search
- HAI can scan 500+ application skills profiles/databased records and reduce to 10 in just minutes

# Total visibility

## An HR and management tool that:

- Empowers HR and Leadership to manage Ethnicity and Gender pay policies fairly by an exact recording of skills required for the role and individual skills profiling
- Documents the details of individual team member professional expertise and basic soft skills
- Identifies training needs and continuous updating aids monitoring of skills development
- Identifies employees that match new job vacancies or promotions prior to external search
- Provides data to enable accurate documenting of skills required for specific job levels and job descriptions, offering clarity to employees who aspire promotion
- Identifies experience and training to be acquired before promotion can be achieved

## Skills profile individuals or teams; locally and globally

- Detailed and accurate profiling of highly skilled professionals across the workforce
- Identifies individual training needs and prepares individuals to invest in self-improvement
- The added benefit of employee self-confidence

# Ramping up a new team?

## Innovative data analysis enables optimal business planning

- Provides Function Managers with immediate detailed individual or team competencies, local or global
- Mergers/lay-offs: Identifies professionals for talent retention
- Presents analysis to enable optimal utilisation of team and individual skills, local or global
- Creates reports on current functional capability against long term corporate/regional business plans
- The fastest tool on the market for matching individuals to emergency response teams
- Identifies training needs and internal expertise to utilise for training/mentoring

## The extended market potential

Currently for Commercial, Contracts and Procurement professionals with a global vertical expansion potential to corporates employing many other types of highly skilled professionals, and horizontally to RPOs, IT Services, Recruitment Agencies, HRM Solutions Providers, vendors of Recruitment/Employee Databases, the Health Sector (Nursing in particular), O&G Upstream and Downstream experience, and other sectors employing highly skilled workers.

The fastest tool on the market for matching individuals to emergency response teams

## The great motivator to individuals – a Career Digital Identity

Individuals can also sign up to skills profile themselves. These are highly skilled people who are prepared to invest in understanding their professional capability and in self-improvement.


An individual with an account can transfer the skills profile to a new employer's system.

An individual leaving an employer can transfer the skills profile out into a personally held account or to a new employer's system.

# Want a demo?

Interested parties can arrange a 15 minute shared screen demonstration with the software developer,

[Click here](#)

My Account Forms Administration Administrator ▾ Feedback

[← Back](#) Guide to Completing Privacy Policy

## US SKILLS PROFILE - COMMERCIAL CONTRACTS

**Extensive Moderate Little None Academic**

**Note:** For optimum ease of completing, the form should be on full screen or nearly full screen.

Section 1

### CUSTOMER BASE/INDUSTRY SECTOR KNOWLEDGE

Grade the breadth of your practical commercial & CRM experience with:

Name Government Departments and Industry Sectors/Products:

<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Federal Government Depts
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	DoD
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	State / Local Government
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	US Industry Sectors

Rest of the World - Name Countries & Industry Sectors

<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Canada
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> S America <input type="checkbox"/> Mexico <input type="checkbox"/> LATAM <input type="checkbox"/> Caribbean
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Dealing with/through the European Commission
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	EU Countries
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Non-EU European Countries/Russia
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> ME <input type="checkbox"/> Africa
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> Asia <input type="checkbox"/> Pacific <input type="checkbox"/> Australia

Section 2

### CONTRACTS & AGREEMENTS

Grade your experience of shaping deals, advising, consulting, drafting, negotiating the following types of agreement:

<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> Ltrs of Intent <input type="checkbox"/> Framework <input type="checkbox"/> Heads of Agreement <input type="checkbox"/> Statement of Principle
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> Alliances <input type="checkbox"/> Partnerships <input type="checkbox"/> Consortium <input type="checkbox"/> Collaboration <input type="checkbox"/> Teaming <input type="checkbox"/> JVs
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	IT/Coms Svcs: <input type="checkbox"/> FM <input type="checkbox"/> Outsourcing <input type="checkbox"/> Managed Svcs <input type="checkbox"/> BPO <input type="checkbox"/> BPAM
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Non-Tech Svcs: <input type="checkbox"/> FM <input type="checkbox"/> Outsourcing <input type="checkbox"/> Managed Svcs
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	<input type="checkbox"/> Offshoring <input type="checkbox"/> Nearshoring <input type="checkbox"/> Inshoring <input type="checkbox"/> Bodyshopping
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Systems Integration
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Cloud Computing (incl Risk & Data Protection)
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Software Services: <input type="checkbox"/> SAAS <input type="checkbox"/> PAAS <input type="checkbox"/> IAAS
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Cyber Security
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Mission Critical IT/Coms Systems, Solutions and Services
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	PFI/PPP (Private Finance Initiative/Public Private Partnership)
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	FFP (Fixed Firm Price)
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Wireless/Radio/Mobile Coms/Networks/Ethernet: <input type="checkbox"/> UMTS <input type="checkbox"/> GSM <input type="checkbox"/> LAN <input type="checkbox"/> WAN <input type="checkbox"/> GAN
<input type="checkbox"/> E <input type="checkbox"/> M <input type="checkbox"/> L <input type="checkbox"/> N <input type="checkbox"/> A	Wireless/Networks: <input type="checkbox"/> 5G Networks <input type="checkbox"/> Global VPN <input type="checkbox"/> Borderless Connectivity <input type="checkbox"/> Network Svcs

# To discuss the potential of HAI for your business, please contact:

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