



THE TIMES 100

Edition 14

Scottishpower: Recruitment and selection in the energy industry

Answer sheet

1. ScottishPower is part of which group?
Iberdola Group.
2. ScottishPower offers a number of different careers. In which areas of ScottishPower are these available?
Energy networks, Energy wholesale, Energy retail and Head Office (Corporate Team).
3. What is the role of the Human Resource Management in ScottishPower?
HRM is concerned with organising and looking after people in the workplace. This involves recruitment, selection; induction and training, ensuring that the right people are in the right place at the right time.
4. How might recruitment affect ScottishPower in terms of continuity?
In recruiting new employees, training will be needed which takes time and potentially a loss of productivity and efficiency as the new recruit gets used to the organisation. Loss of knowledge, systems and experience are very difficult to replace and this again takes time to remedy.
5. What is the difference between a job description and job/person specification?
A job description is a list of the key details about the job, outlining responsibility, role, skills and pay. Job / person specification is a list of personal qualities that the recruit will need to have in order to perform a particular job .g. communication skills, patience, empathy etc.
6. What is the typical selection process for ScottishPower?
Vacancies are advertised on the website and other media. Screening of applicants to find best match of person specification. Successful candidates are invited for interviews. If successful, candidates are asked to complete job related tests. If successful offer letter and contract are sent to the candidate.
7. Why does ScottishPower use a competency framework?
It enables ScottishPower to set out the abilities that are required to do certain jobs.
8. What are the areas of the competency framework?
Examples of a job in relation to %Working with Others+are communication, leadership and building relationships.



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9. What is the difference between an Apprenticeship and a Graduate programme?
There are two types of apprenticeship. The first is generally for potential recruits with 5 good GCSE passes. The second is for potential recruits with 2 A-level passes. The programme lasts 4 years and is a combination of work base learning and assessment.

The Graduate programmes are for candidates with a university degree. The entry requirements will also include a group exercise, individual presentations, psychometric testing and a competency based interview.