

Group based Assessment Center Activities for CRO– Chief Research Officer

Instructions for using Template during the Interview

The purpose of this template is to provide a guide for using these Group Based Exercises during an Assessment Center for hiring new candidates.

It provides a structured approach to evaluating candidates based on their technical and behavioral competencies required for the role.

Please follow the instructions below to ensure a fair and consistent evaluation of each candidate.

1. **Review the Technical and Behavioral Competency Requirements for the Role:** Please refer to Section 1 to review the technical and behavioral competency requirements for the role. This will help you understand the key skills, knowledge, and behaviors that are essential for the candidate to possess to be successful in the role.
2. **Use the Group-Based Exercises as Assessment Center Activities:** Please refer to Section 2 & 3 of this template to understand the different group-based exercises that you can use to assess the candidates. Each exercise has been designed to evaluate specific competencies required for the role.
3. **Complete the Assessor Evaluation Form:** Please use the Assessor Evaluation Form provided towards the end of Section 2 & 3 to record your ratings and observations about the candidate during the specific assessment center activity. This form will help you capture your feedback on the candidate's performance during the exercises and their overall fit for the role.
4. **Maintain Objectivity and Fairness:** Please ensure that you remain objective and fair throughout the assessment process. Avoid making assumptions or



Template Collection

drawing conclusions based on factors that are not related to the candidate's performance. Also, ensure that you provide feedback based on the candidate's demonstrated behaviors rather than their personality or personal characteristics.

Section 1: Competencies Required For CRO- Chief Research Officer

Technical Competency Requirements:

- Conducts in-depth analysis of research methodologies to ensure quality results.
- Utilizes extensive knowledge of relevant fields to drive innovation.
- Applies intellectual property laws to protect research findings.
- Manages successful research and development programs.
- Leads teams to implement effective project management strategies.

Behavioral Competency Requirements:

- Communicates effectively with all levels of the organization.
- Demonstrates strong leadership and management skills.
- Works collaboratively with other senior management team members.
- Develops and executes strategic plans to achieve desired outcomes.
- Maintains a results-oriented mindset to drive success.

Section 2: Group Based Exercise - 1

Activity Description: Case Study

Name of Group Based Exercise: "Research Methodologies Analysis"

Objective: To assess the participant's ability to conduct in-depth analysis of research methodologies to ensure quality results.

Competencies that will be assessed:

- Conducts in-depth analysis of research methodologies to ensure quality results.
- Utilizes extensive knowledge of relevant fields to drive innovation.
- Applies intellectual property laws to protect research findings.
- Communicates effectively with all levels of the organization.
- Demonstrates strong leadership and management skills.

Instructions for the assessor:

- Brief the participants about the case study, objectives, and evaluation criteria.
- Observe the participant's behavior throughout the case study.
- Evaluate the participant's ability to analyze research methodologies, apply intellectual property laws, communicate effectively, and demonstrate leadership and management skills.
- Provide feedback to the participant based on their performance.

Instructions for the participants:

- Read the case study and understand the objectives.
- Conduct an in-depth analysis of research methodologies to ensure quality results.
- Utilize extensive knowledge of relevant fields to drive innovation.
- Apply intellectual property laws to protect research findings.
- Communicate effectively with all levels of the organization.
- Demonstrate strong leadership and management skills.

List of Job Aids that will be required to perform the activity:

- Case study briefing document.
- Research methodologies and data.
- Intellectual property laws and regulations.
- Assessment rubric.

Assessment Center Activity Assessor Evaluation Form

Participant Name:	
Assessor Name:	
Date:	

Instructions: Please provide ratings and observations based on the participant's performance during the assessment center activity. Use the rating scale below and provide specific examples to support your ratings.

Rating Scale:

- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Exceeds Expectations

<i>Competencies Assessed</i>	<i>Rating</i>	<i>Observations</i>
Conducts in-depth analysis of research methodologies to ensure quality results.		
Utilizes extensive knowledge of relevant fields to drive innovation.		
Applies intellectual property laws to protect research findings.		
Communicates effectively with all levels of the organization.		
Demonstrates strong leadership and management skills.		

Overall Assessment:

Based on the above criteria, please provide an overall assessment of the participant's performance during the assessment center activity.

Rating	
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Observations:

Please provide any additional comments or feedback about the participant's performance during the assessment center activity.

Additional Comments:

Signature	
Assessor	
Date	

Section 3: Group Based Exercise - 2

Activity Description : Role-Play Activity

Name of Group Based Exercise: "Strategic Planning and Execution"

Objective: To assess the participant's ability to develop and execute strategic plans to achieve desired outcomes.

Competencies that will be assessed:

- Develops and executes strategic plans to achieve desired outcomes.
- Manages successful research and development programs.
- Leads teams to implement effective project management strategies.
- Works collaboratively with other senior management team members.
- Maintains a results-oriented mindset to drive success.

Instructions for the assessor:

- Brief the participants about the scenario, roles, and objectives of the role-play activity.
- Observe the participant's behavior throughout the activity.
- Evaluate the participant's ability to develop and execute strategic plans, manage research and development programs, lead teams, work collaboratively, and maintain a results-oriented mindset.
- Provide feedback to the participant based on their performance.

Instructions for the participants:

- Read the scenario and understand the roles assigned.
- Develop and execute a strategic plan to achieve desired outcomes.
- Manage successful research and development programs.
- Lead the team to implement effective project management strategies.
- Work collaboratively with other senior management team members.
- Maintain a results-oriented mindset to drive success.

List of Job Aids that will be required to perform the activity:

- Scenario briefing document.
- Strategic planning and execution templates.
- Research and development program management tools.
- Assessment rubric.

Assessment Center Activity Assessor Evaluation Form

Participant Name:	
Assessor Name:	
Date:	

Instructions: Please provide ratings and observations based on the participant's performance during the assessment center activity. Use the rating scale below and provide specific examples to support your ratings.

Rating Scale:

- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Exceeds Expectations

<i>Competencies Assessed</i>	<i>Rating</i>	<i>Observations</i>
Develops and executes strategic plans to achieve desired outcomes.		
Manages successful research and development programs.		
Leads teams to implement effective project management strategies.		
Works collaboratively with other senior management team members.		
Maintains a results-oriented mindset to drive success		

Overall Assessment:

Based on the above criteria, please provide an overall assessment of the participant's performance during the assessment center activity.

Rating	
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Observations:

Please provide any additional comments or feedback about the participant's performance during the assessment center activity.



Additional Comments:

Signature	
Assessor	
Date	