initi8

Six Top Tips For the Recruitment Process

Over the years, we've witnessed the good, the bad and the ugly when it comes to recruitment. Here are Initi8's six top tips for clients to remember during the recruitment process:

1

Nail your job description

Putting time and thought into the job description will pay off in the long run. Think carefully about the exact hard and soft skills the role requires. Avoid downloading a generic role specification, as chances are it won't do the job justice.

2

Let your recruitment agency do the shortlisting

Trust your recruitment agency to look through profiles and shortlist candidates. But work collaboratively with them by providing 3 killer questions to ask candidates. Your agency can then record the answers through a short video interview, to give you a flavour of your potential candidates.

3

Don't lose momentum

Time is of the essence in a recruitment process, so be clear about what's going to happen and when. Ensure your team is aligned by booking key dates in with them.

4

Make use of relevant technical tests

When recruiting developers for example, use pair programming exercises as this will efficiently show you the capability of the candidate whilst giving them a taste of your business. If you opt for a take home test, ensure it is short otherwise candidates may drop out of the process. We can help with this element using our testing platform and our testing partners.

5

Prepare for the interview as if you are being interviewed

The interview is as much a chance for you to sell your business, as it is for the candidate to sell themselves. So be on time, be presentable, have your questions prepared, have a location sorted and know your candidate's name.