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RECRUITING TOP TALENTS

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HOW TO SPOT AN EXCEPTIONAL CANDIDATE

You've written the job ad, arranged the interviews and are now in the process of meeting the candidates. The pressure is on to find the best person for the job – but what makes a candidate exceptional?

Questions, questions, questions

The questions they have for you, as a recruiter and a company representative, are very important as it's the candidate's chance to dig deep and find out what it would be really like working behind the scenes. An exceptional candidate will ask questions beyond the job description– they'll be interested in company culture, the challenges that face the organisation and career progression. The recruiter shouldn't hold all the cards – an exceptional interview should feel like an exchange of information.

Celebrating resilience

Newsflash: you probably won't be able to tell your exceptional candidates from their CVs. There's something to be said for candidates that have an exemplary education and a straightforward career path – from a recruitment perspective it makes it very easy to tick boxes. However, life is way more complex and in actuality your finest candidates will most likely have career breaks and a few different working starts. It is your job to get to the heart of these times and find out how the candidate coped in the face of adversity. Explore their coping mechanisms and you'll suss out how resilient and exceptional these candidates really are.

Learning agility

Exceptional candidates are lifelong learners – they are not the complete package. If your job description is rigid and gives no allowance for learning on the job then you might be alienating the best person for the role. Look for signs that the candidate is openminded to learning and you'll end up with an employee that will keep up with change and future tech advancements. In our fast-changing times you'll need bright sparks that thrive as their job evolves.

IMPROVE YOUR SKILLS TO HIRE THE BEST CANDIDATES

A great recruiter makes the process of employment a breeze for both hiring company and for the applicant. If you're soul-searching on how you can improve your soft skills to bring in the best brains to the company's talent pool, then follow our guide:

Understand your Industry

There's nothing more frustrating for the candidate than a recruiter that doesn't understand the role that they are employing for especially if it's a super-specialised STEM area. Brush up on your knowledge with free and introduction courses from Udemy or Coursera. A base understanding will stand you in good stead even if you don't follow the more complicated details of the role.

Communicate, communicate, communicate

Each step should feel like a natural progression with clearly defined expectations and deadlines. Set up and follow a clear recruitment strategy and make sure you communicate each stage clearly to the candidate. With careers and livelihoods in the balance, the candidate will appreciate knowing how long each stage will take and can prepare accordingly. This especially applies if they aren't the right fit for the role/company – be decent and make time to let them know with some constructive feedback on why.

Even if things get tricky behind the scenes try not to rearrange calls and interviews otherwise the candidate will question the company's professionalism. Having a clear and structured interview process may mean more work but it will leave a great impression so invest time in tightening up procedures.

Improve your IT Skills

The world is going digital, and fast, so don't be left behind with the dinosaurs. Embrace technology and find the right tools to help streamline your workload. If you are unsure of which technology to utilise (it can be overwhelming), then seek out trusted opinions of colleagues or online recruitment groups. Technology can help every process from searching candidates, reducing the CV pile using keywords, video interviews and online calls. Test

out different tech until you find what works for your processes – better to test and trial as you go than to try and find a 'perfect' piece of software.

Work for the candidates

Recruitment is a competitive market especially in STEM where the best brains are being sort by a multitude of companies and sectors. Practise at working with your strong candidates to make them feel at ease in the interviewing process. Showcase their talent rather than challenge their knowledge and they will understand that you, and the company, value their skills. This could be the difference in winning them over if they have competing companies making offers.

SEARCHING FOR YOUR PURPLE UNICORN

If you're on the hunt for a rare candidate whose education and experience fulfils an extremely niche set of criteria then you're looking for a Purple Unicorn. Magical, mythical creatures that will impress from the offset with no training or onboarding necessary. All the boxes ticked (no matter how specific) and ready with bags packed to relocate to any remote town for any wage offered.

Searching for the impossible can be a thrilling and daunting task. With no guarantee that you'll find or, much less, employ your perfect employee it can like finding a needle in a haystack. The list of requirements might be conflicting or the area of science or technology so new that the candidate is unlikely to have the experience required for their CV. Either way, the odds are stacked against finding the hiring manager's criteria for that particular candidate.

Finding your Purple Unicorn

Finding these rare and elusive candidates can be the most satisfying thing but be warned that they will also know their worth. Be prepared to negotiate on money and benefits and go softly as they may need to be persuaded to make a move to a new company or location. Recruitment is a two way street so be sure that you can accommodate the candidates needs as well.

So, are they worth pursuing?

Only if you have the time or money for the search, after all, you may never find exactly what you are looking for. Work with your hiring manager to explain the difficulties of hiring a candidate within a strict set of boundaries so they can figure out if the company has the time and money for the search. Take a collaborative approach to look at the job spec and order the requirements in terms of deal-breakers. The hiring manager might have a list of priorities that are fixed but there may be more flexibility on other areas. Knowing where your compromise lies can help open up your job advert to attract a slightly wider audience of highly-skilled, desirable candidates.

Searching for the best scientists for the job (not Purple Unicorns)

Candidates on our platform have high level skills that cross many scientific disciplines and cover many specialist scientific areas. Over 37% of users have PhDs and nearly 100% have master degrees. These mobile jobseekers come from all over Europe and 93% are willing to relocate. Use the Applicant Tracker System (ATS) to browse through hundreds of CVs to find the most suitable candidates based on certain keywords so you can find the best person for the job.

SUPPORTING DIGITAL TALENT ACQUISITION

The rise of COVID-19 has turned the world upside down and some recruitment processes, like face-to-face interviews, have become a distant reality. With the ongoing creation of more science jobs, the competition to recruit for STEM candidates is going to be fierce. So, how can you fill your business roles in the short and long-term? Let's look at how technology can help you with digital recruitment.

Go Digital

Hiring scientists from different countries is not a new concept for digital recruiters. Locating highly-skilled science professionals with the right education and work experience means you have to cast your net wide as these brilliant minds will not necessarily be found near to your location. However, there's hope for open jobs vacancies as 93% of our EuroScience jobseekers claimed they'd relocate internationally for the right position. Advertising specifically within the EU science community is likely to give you good results and EuroScienceJobs has a huge database of science professionals waiting for their next challenge.

Streamline Your Process

Online recruiting is not without its own challenges and it's easy to miss the personal contact and vibe that comes with a face-to-face interview. This is why it's especially important to utilise our online tools carefully so get the most out of your recruitment process. Streamline your recruitment process with PSQ (Pre-selection Questions) – by asking a couple of questions at the beginning of the CV process to reduce the number of unsuitable applications. To reduce the pile of CVs on your desk even

more, use the ATS (Applicant Tracker System) to search through relevant CVs to look for keywords or specific experience so you don't waste unnecessary time.

Planning for the interview

Rig up your interview area in good time before the video call to check for technical issues and test call colleagues to check for sound problems. It's important that you feel relaxed with the equipment and software so there are limited distractions at interview time and full focus can be paid to the candidate. Charge up your phone or laptop and ideally have it plugged in. Make sure your background is appropriate (especially if you are working from home – no unmade beds or dirty dishes). Have a run through of the questions before speaking to the candidate can help settle any nerves.

In conclusion...

Use a specific science candidate database like EuroScienceJobs, embrace technology and prepare well for the digital interviews. COVID-19 has changed our world forever but if recruiters can adapt, and utilise the technology at their fingertips, then it's still possible to fill science job vacancies.

BUILDING A ROBUST TALENT POOL: ADVANCED TECHNIQUES FOR FUTURE-READY RECRUITMENT

The cornerstone of any successful business lies in its workforce. A robust and diversified talent pool can drastically improve a company's performance and productivity. As McKinsey & Company's research has revealed, organisations that prioritise talent diversity and qualification have a competitive edge in today's dynamic marketplace.

Understanding the Talent Pool

A talent pool, comprising both internal and external candidates, forms the lifeblood of the recruitment pipeline. According to Harvard Business Review, considering existing employees for internal mobility not only boosts their morale and loyalty but also saves onboarding time and costs. Simultaneously, external candidates can bring fresh ideas and perspectives, stimulating creativity and innovation.

The Importance of Diversity in the Talent Pool

Diversity in a talent pool is more than a compliance statistic; it's a catalyst for organisational growth. A diverse talent pool fosters innovation, improves decision-making, and enhances business performance, as shown by the studies from Harvard Business Review and McKinsey.

The Need for Advanced Techniques

In the face of rapid digital transformation, traditional recruitment methods are no longer sufficient. Bain & Company insights highlight the imperative for innovative approaches, specifically those leveraging digital channels and data analytics to attract and engage prospective candidates.

Advanced Techniques for Building a Talent Pool

Active Sourcing: Proactive recruitment is key in today's fast-paced job market. Active sourcing, as KPMG's report notes, involves identifying potential candidates before they even apply, thereby expanding the scope of the talent pool and increasing the chance of finding the perfect fit.

Employer Branding

A strong employer brand plays a vital role in attracting high-quality candidates. EY's survey findings suggest that job seekers are more likely to apply for positions at companies with a positive reputation, clear values, and a compelling mission.

Leveraging Technology

With technological advancement, recruitment software and social media platforms have emerged as essential tools for expanding the talent pool. A World Economic Forum article underscores the role of technology in shaping the future of recruitment, including artificial intelligence, machine learning, and data analytics.

Building Relationships

Networking and maintaining relationships with potential candidates are critical. Accenture's research emphasises the importance of building relationships with candidates, fostering a sense of engagement and belonging even before they become employees.

The Future of Recruitment

These techniques are instrumental in shaping a future-ready recruitment process. McKinsey & Company's studies on future trends in talent acquisition underscore the role of data analytics, diversity, and technological advancements. The future of recruitment lies in embracing these trends and incorporating them into recruitment strategies.

Conclusion

The importance of building a robust talent pool cannot be overstated. Adopting advanced techniques and insights from industry leaders can help shape an effective talent acquisition strategy. By proactively sourcing, promoting diversity, leveraging technology, and nurturing relationships, organizations can position themselves at the forefront of the competitive talent landscape. This is not just about filling vacancies; it's about building a thriving, dynamic, and future-ready workforce.

4 RECRUITMENT MARKETING STRATEGIES TO ATTRACT TALENTED CANDIDATES

Recruiting talented candidates is a critical component for organisations seeking to increase productivity and grow. Organisations are investing more in recruitment marketing to reach and engage with potential candidates.

Accounting for time spent reviewing applications, handling ancillary paperwork and other factors, a vacancy can cost an organisation around 100 EUR per day. Considering that it most often takes well over a month to fill a vacancy, these costs add up quickly. Many will quit an application process midway if it becomes complex or time-consuming, while others are currently employed and are only wondering about future possibilities. To make matters worse, the best candidates are only available once unemployed for around a week.

Therefore, it is of critical importance that organisations get their recruitment marketing strategies right – the first time. In this article we will explore four key approaches to help improve your recruitment marketing strategies and that this process intersects with your wider goal of onboarding talent during a global skills shortage.

Employer Branding - Why Reputational Management Matters?

Your organisation's reputation and the image it projects to the public can significantly impact your ability to attract top talent. Investing in a strong and authentic employer brand can help you stand out from competitors and make your organisation more attractive to potential candidates. You can create a strong employer brand through content marketing, social media, and your website.

Referral Programs - Utilising your internal networks to develop external candidate pools

Employee referrals are a valuable source of high-quality candidates. By incentivizing employees to refer their friends and family, you can tap into a pool of talented individuals who are already familiar with your company culture and values. And at the same time, you can help improve your organisational culture by rewarding staff for referring talent. You can help make staff feel rewarded and involved in the business.

**Employee Testimonials -
Your Staff's Opinion: Make It Matter**

Employee testimonials are an effective way to showcase your organisational culture and work environment. By featuring real employees discussing their experiences and the benefits of working for your organisation, you can build a more personal connection with potential candidates and increase your chances of attracting top talent.

**Candidate Experience:
Making the Process Easier
and Respectful Makes a Big Difference**

The candidate experience is an important factor in attracting top talent. Ensure that your recruitment process is smooth, efficient, and respectful of candidates' time and effort. Providing a positive candidate experience can help you build a strong relationship with potential hires and increase the chances of them accepting a job offer.

By implementing these recruitment marketing strategies, you can build a strong brand and create a positive image of your organisation in

the minds of potential candidates. This can help you attract talented individuals who are the right fit for your company and its culture.

However, it is important to remember that recruitment marketing is a long-term investment and requires consistent effort and attention. To ensure success, regularly evaluate and adjust your strategies as needed to keep up with changes in the market and stay ahead of the competition.

THE RISE OF VIRTUAL RECRUITMENT: BEST PRACTICES FOR REMOTE HIRING

The COVID-19 pandemic has accelerated the trend towards virtual recruitment, with many organisations moving their recruitment process entirely online. However, virtual recruitment comes with its unique challenges, including technical difficulties, communication barriers, and a lack of personal connection. In this article, we will explore the rise of virtual recruitment and discuss best practices for remote hiring.

Benefits of Virtual Recruitment

Increased Accessibility:
Virtual recruitment makes it easier for candidates to participate in the recruitment process from anywhere in the world. Microsoft argues that this can help organisations attract a more diverse range of candidates and expand your talent pool.

Cost-Effective:
Virtual recruitment can be more cost-effective than in-person recruitment, as it eliminates the need for travel, venue hire, and other associated costs. Job boards also articulate the reduced costs for organisations insofar as they can field more candidates in less time leading to a greater pool of talent for the interview stage.

Time-Efficient:
Virtual recruitment can save time and speed up the recruitment process. This may be particularly beneficial for organisations with high-volume recruitment needs. Randstad similarly note that the time-to-hire dynamics of virtual recruitment also aid in improving time efficiencies in the recruitment and onboarding stages.

Best Practices for Remote Hiring

Use Technology to Your Advantage:
Leveraging technology can help you optimize your virtual recruitment process. This may include using video conferencing software for virtual interviews, online assessments to evaluate candidate skills, and applicant tracking systems to manage the recruitment process.

Communicate Clearly and Consistently:
Communication is essential when it comes to virtual recruitment. Make sure to communicate clearly and consistently throughout the process, providing regular updates and feedback to candidates.

Provide a Positive Candidate Experience:
Providing a positive candidate experience is essential in virtual recruitment. This may involve providing timely feedback, communicating clearly throughout the process, and treating candidates with respect and professionalism.

Train Hiring Managers on Virtual Recruitment:
Training your hiring managers on virtual recruitment can help them adjust to the new way of recruiting. This may involve providing resources, conducting training sessions, and setting expectations for virtual recruitment.

Emphasize Personal Connection

Virtual recruitment can make it difficult to establish a personal connection with candidates. Emphasizing personal connection throughout the recruitment process can help you build rapport and establish trust with candidates.

Virtual recruitment is here to stay, and it's essential for organisations to adapt to this new way of recruiting. By leveraging technology, communicating clearly and consistently, providing a positive candidate experience, training your hiring managers, and emphasizing personal connection, you can successfully navigate the challenges of virtual recruitment and attract top talent. As with any recruitment process, it's important to continuously evaluate and optimize your virtual recruitment strategy to ensure that it remains effective and meets the needs of your organisation.

Finally, virtual recruitment is becoming increasingly prevalent in today's digital age, and it's essential for organisations to adapt to this new way of recruiting to attract top talent and maintain a competitive edge in the job market. By implementing these strategies, organisations can successfully navigate the recruitment process and attract and retain the talent they need to achieve their goals.

BREAKING THROUGH RECRUITMENT PLATEAUS: HOW TO KEEP YOUR HIRING PIPELINE MOVING

The recruitment process is an ongoing effort that requires a constant flow of candidates to keep the hiring pipeline moving. However, many organisations face recruitment plateaus, where they struggle to attract new candidates or keep their current candidates engaged. In this article, we will explore how to break through recruitment plateaus and keep your hiring pipeline moving.

Common Recruitment Plateaus

Attracting Quality Candidates:
Attracting quality candidates can be a significant challenge for many organisations. This may be due to a lack of brand recognition, limited recruitment resources, or a competitive job market.

Engaging Candidates:
Engaging candidates throughout the recruitment process is essential to keep them interested and invested in the opportunity. HR Cloud, the HR lifecycle software provider, has published data that suggests many organisations struggle to keep candidates engaged beyond the initial application.

Converting Candidates to Hires:
Converting candidates to hires can be a significant hurdle in the recruitment process. Harvard Business Review argues that this may be due to a lack of clear communication, a lengthy hiring process, or a failure to meet candidate expectations.

Strategies for Breaking Through Recruitment Plateaus

Revamp Your Employer Brand:
Your employer brand is a critical factor in attracting and retaining top talent. Revamping your employer brand can help you stand out in a competitive job market and attract quality candidates.

Optimise Your Recruitment Process:
Streamlining and optimising your recruitment process can help you attract and engage candidates more effectively. Harvard Business Review argues that by using technology to automate certain aspects of the recruitment process or providing a better candidate experience, businesses can improve their recruitment onboarding experience.

Expand Your Candidate Pool:
Expanding your candidate pool can help you attract a more diverse range of candidates and break through recruitment plateaus. According to Forbes, this may involve exploring new recruitment channels or partnering with diversity-focused organisations.

Provide a Positive Candidate Experience:
Providing a positive candidate experience is essential to keep candidates engaged and interested in the opportunity. This may involve providing timely feedback, communicating clearly throughout the process, and treating candidates with respect and professionalism.

Evaluate Your Hiring Process:
Evaluating your hiring process can help you identify areas that may be hindering your ability to convert candidates to hires. This may involve reviewing your interview process, identifying bottlenecks, and streamlining your decision-making process.

Breaking through recruitment plateaus requires a strategic approach that prioritizes candidate engagement, a positive candidate experience, and an optimized recruitment process. By implementing these strategies, you can attract and retain top talent and keep your hiring pipeline moving.

RECRUITMENT 2.0: ADAPTING TO THE TALENT SHORTAGE

In today's competitive business landscape, organisations are facing a significant talent shortage. As the demand for skilled professionals continues to rise, recruiters and hiring managers are challenged with finding innovative strategies to attract and retain top talent. To address this pressing issue, companies must adapt their recruitment approaches, leverage emerging hiring trends, and implement effective talent shortage solutions. In this article, we explore key recruitment strategies and trends that can help organisations thrive today and beyond.

Embracing Digital Transformation in Recruitment

In the digital age, recruitment processes have undergone a remarkable transformation. Traditional methods are giving way to advanced technologies, data-driven decision-making, and automation. To stay ahead, organisations must embrace these changes and adopt Recruitment 2.0 strategies. This entails leveraging artificial intelligence (AI) and machine learning (ML) algorithms to streamline candidate sourcing, screening, and selection.

According to a study by McKinsey & Company, companies that have implemented AI-powered recruitment technologies have experienced a 20% reduction in time-to-fill roles and a 50% increase in overall candidate quality. These statistics highlight the tangible benefits of embracing digital transformation in recruitment.

Leveraging Talent Analytics

In the age of big data, organisations have access to an abundance of talent-related information. By leveraging talent analytics, companies can gain valuable insights into their recruitment processes, identify areas for improvement, and make data-driven decisions. Talent analytics can provide a deeper understanding of candidate behaviour, hiring patterns, and the effectiveness of different recruitment channels.

A report by the World Economic Forum states that organisations that use talent analytics are two times more likely to improve their recruitment efficiency and three times more likely to achieve higher-quality hires. These statistics underscore the importance of incorporating talent analytics into recruitment strategies.

The Rise of Remote Work and Flexibility

One of the significant hiring trends is the increasing acceptance of remote work and flexible work arrangements. The COVID-19 pandemic has accelerated this shift, making remote work a viable and attractive option for both employers and candidates. Organisations that offer flexible work options have a broader talent pool to choose from, as geographical barriers are no longer a limiting factor. According to a study by Harvard Business Review, 78% of employees state that they would be more likely to stay with their current employer if they had flexible work options. This statistic emphasises the importance of adapting recruitment strategies to include remote work and flexible arrangements to attract and retain top talent.

Building a Strong Employer Brand

In a competitive talent market, building a strong employer brand is crucial for attracting and retaining top talent. Candidates want to work for organisations that align with their values, offer growth opportunities, and have a positive reputation. To build a compelling employer brand, organisations need to showcase their unique company culture, invest in employee development programmes, and foster a diverse and inclusive work environment. As per a survey conducted by LinkedIn, 75% of candidates consider an employer's brand before applying for a job. Furthermore, companies with a strong employer brand experience a 43% decrease in cost per hire. These statistics underline the significance of investing in employer branding initiatives.

In conclusion, "Recruitment 2.0" is about adapting to the evolving talent landscape. Embracing digital transformation, leveraging talent analytics, embracing remote work and flexibility, and building a strong employer brand are key strategies to attract and retain top talent.

By staying informed about the latest hiring trends and implementing effective talent shortage solutions, organisations can navigate the talent shortage and secure the skilled professionals they need to thrive.

RECRUITING FOR NON-HR PROFESSIONALS

Recruiting talent is difficult. There is a global talent shortage which has made onboarding great talent difficult. Socio-economic pressures from the Ukraine and beyond are creating recessionary pressures on many businesses and economies. And to make it even more problematic, recruiting great talent is about balancing the perseverance and creativity of your recruitment staff in utilising digital and traditional methods of recruitment in order to engage with talent. However, if your organisation doesn't have a defined recruitment professional, recruiting talent can be even more difficult. In this article we will explore recruitment strategies for non-HRM professionals.

Think of Job Candidates As Customers

The first impression counts. This matters a great deal to candidates. Digital technology is a great resource – and one that saves a great many companies both time and money. However, candidates find digital-only recruitment to be dehumanizing. Therefore, the first strategy is to put the candidate first. This means whilst digital platforms might send text messages with interview details to candidates – a quick telephone call to introduce yourself and the organisation can go a long way in helping you make a great first impression on behalf of the company.

Great ground rules for non-HR professionals working in recruitment is to always be respectful of their time. Your time is finite. You might have a busy schedule – and digital communications might save time. However, a quick phone call or Zoom chat shows that you and your organisation care. Always be friendly, make people who have made the time and effort to attend an interview or open day feel as welcome and comfortable as possible – offer tea or coffee, the location of restrooms, ask introductory questions to help settle the candidate's nerves. Finally, always make yourself available to candidates pre- and post-interview for feedback or general questions. These small steps help to promote a friendly and engaging recruitment experience and are the foundation of good recruitment practice.

Make Your Job Descriptions Stand Out

Crafting the right job description is a critically important endeavour if you want to connect and engage with the right talent for your organisational needs. If you are new to recruitment or work in a small business (start-up) here are a few hacks you may need to implement to help write attention-grabbing job description copy that makes a real impact.

The first element of a great job description is accuracy and specificity – this means being specific with key details like job title, duties, reporting to, and other key areas. You need to really captivate your audience – this means in the opening statement you need to make candidates excited about joining your business – this is your space to highlight what makes your business tick and why people should be excited about working for your organisation? Brevity is always best. According to Indeed, job adverts with descriptions with word counts less than 750 - 1,500 receive more than 30% more applications. This means that if you are specific with the details, really showcase why your business is a great place to work and be concise with your advertisement people will apply.

Job Boards and "Sponsored" Jobs – Why They Can Help Small Business Recruiters

Hundreds of thousands of new jobs are posted every day globally. To stand out you will need to dig a little deeper. Whilst free job board postings are a great way to get started, using promoted or sponsored posts to get the message out further can really help recruitment for non-HR professionals by

making it easier to engage with a more defined audience. EuroClimateJobs board, for example, provides High Visibility Job advertisement packages that will keep your job in the top search results page for 10 days whilst also being distributed via newsletter to clients worldwide. These solutions can help save time and effort for small business managers, who lack the HR Recruitment experience, to focus on high-quality talent.

HOW WE CAN HELP YOU FIND AND ONBOARD THE RIGHT TALENT

The selection of talent is defined by two co-existing processes, one is the shortlisting process and the other is the assessment process. According to the CIPD, in "both stages employers should ensure that their selection methods treat candidates fairly, without discrimination or bias, and that selections are made based on the candidate's ability to perform the role, contribute to the organisation, and their potential for development." Easy, right? Well, many organisations do stumble at this first hurdle.

In this article, we will explore the importance of these two processes – shortlisting and assessment – and highlight how technology can help organisations save both time and resources when onboarding talent. Technology has helped organisations by providing a new approach to the acquisition of talent. But how can digital platforms, like ours help your business succeed?

Why Screening Candidates is So Important

Screening, or pre-employment screening, is a framework used by organisations to better understand how an applicant's personality, qualifications, soft-skills co-exist and in a way help limit liability within the organisation. These checks can help highlight the legitimacy and suitability of a candidate prior to employment.

Utilising screening techniques, employers can help boost the quality of new hires. This means you can better sift between qualified and unqualified candidates with ease. Helping your recruitment team focus on talent acquisition and onboarding. Screening can also help in sectors with greater legal compliance and regulatory overview; by sourcing candidates that help reduce risk in terms of penalties from non-compliance of regional regulatory guidelines.

Talent Acquisition – Remember to Keep One Eye on Business Growth Potential

Failure to successfully execute a complete pre-employment screening check could result in an organisation recruiting a candidate who isn't the right fit – this could be, for example, from the perspective of cultural differences between the candidate and the organisation – who could therefore end up resigning or worse getting fired. This will increase your employee churn rate and increase your costs. All of which is linked to your organisation's failure to adequately pre-screen candidates prior to recruitment, which hampers your business and its own growth potential.

Innovative Applicant Screening and Talent Management Support

We can help organisations looking to source high-quality candidates by delivering cost-effective job board services tied with a comprehensive back-end recruitment management system that provides useful employee pre-screening tools allowing recruitment professionals to sift talent according to need.

By providing pre-employment screening tools like the Applicant Tracker and Pre-Selection Questions, we can provide businesses with a bespoke and useful toolkit to help sift talent in a time and cost-effective way. Remember, candidate screening can help businesses thrive by helping to make sure your potential new hire is the right fit for your organisation. By focussing on soft and hard skills and other key attributes, along with any relevant regulatory requirements, candidate screening can help businesses attract the right talent and help improve organisational culture, build an inclusive and diverse team, whilst delivering growth for success.

THE 8 SKILLS THAT EVERY AMBITIOUS RECRUITER MUST MASTER

The best recruiters have a particular set of skills to be able to rise above the noise and recruit the top 5% talent. But what sets these ambitious types apart? We investigate the 8 top skills that recruiters must master and excel at to be the best in their field.

Communication

As a successful recruiter you need to communicate to a high level to different audiences. Being able to represent the company and convey important information in a concise way is a key skill – forget the waffle and time-wasting rhetoric. However, communication isn't just about getting your own point across – it's about listening and learning too. You need to understand what the candidate is (really) saying and body language can be a key part of that.

Time-management

Deadlines, deadlines, deadlines. Recruitment can be brutal for its never-ending deadlines. If you struggle with time-keeping then this job is going to be a challenge for you. However, you can work on these skills by maximising the use of the digital tools at your fingers. Use and keep your calendars up to date and cut down on correspondence by using the Applicant Tracking System (ATS) to contact successful and unsuccessful candidates en masse.

Relationship-building

Recruitment is all about people and if you've got natural charm then you'll find dealing with candidates and hiring managers a breeze. But even still, you'll need to invest time and effort in fostering good relations and trust. Go the extra effort to get to know people and you can

convert passive jobseekers into active candidates who trust your recommendations on a role. A positive candidate experience is predominately down to the recruiter and this applies even if the candidate doesn't get the job. Your skills as a relationship-builder can make or break a hire so work on your people skills.

Attention to detail

Recruiters need to know the role and the candidates thoroughly to be able to make a good job match so attention to detail is essential. A missed email, a forgotten meeting or an unanswered enquiry could inadvertently sabotage the recruitment process. Set aside time every day to catch up on correspondence so you can dot all the i's and cross all the t's. Small mistakes could have big consequences so work out how to keep on top of the admin – even if that means booking out time in the diary at a set time every day.

Reliability

Being a recruiter that the hiring manager and candidates can count on is so important. Your accountability will build your reputation as a brilliant recruiter and that can help bring more roles and a higher calibre of candidates. Proving your professionalism will help build relationships and this will gain you long-term credibility which is vital in such a fast-paced business as recruitment.

Motivation

You need to understand what keeps you in recruitment. The deadlines can be relentless, especially for a growing business, and hiring good quality candidates lies in your remit. If you can't deliver, or there's been a mis-hire, then the responsibility can lay heavy on your shoulders. You need to be able to keep going, against challenging KPIs or in a tough economic market. Build up your resilience and find your motivation to keep going even when it feels like you're swimming against the tide. The best recruiters make each hire feel like their only one.

Confidence

Recruiters have to speak to a range of people in different circumstances so confidence is key. You need to show that you can cope under stressful circumstances and speak to anyone. If you struggle with imposter syndrome then work on coping strategies such as visualisation or CBT to master your fears. And if you can't make it, then fake it! Pretending to be confident, even when you don't feel like it, can help you learn confidence behaviours. Recruitment is all about selling so hone your charm techniques.

Patience

Rome wasn't built in a day and a highly-skilled, niche candidate can be hard to find. Recruitment is deadline-driven and one of the hardest parts of the role is the waiting. Patience is essential in every stage of the recruitment and waiting for emails, for candidates and for the job offer to be accepted can be very testing. Being impatient won't decrease the amount of waiting time and ultimately having a short-temper could be detrimental to the hiring process. Learn the power of zen and let these small amounts of time pass you by so you can focus all your energy on better things.

HOW RESILIENCE CAN INCREASE YOUR HIRING POWER

According to a study, recruiters have the most stressful job in the world. Stringent deadlines, high expectations and a recruitment process that can be thrown off for any number of reasons. Recruiters have it tough and the risk of burnout within a few years is a very real possibility. The thrill of the chase is not enough – you need to be emotionally strong to make it long-term as a recruiter. Here's how you can increase your emotional resilience to face all the challenges that the recruitment industry throws at you.

1) Focus your attention on things you can change

Resilient people are very clever at choosing how to focus their attention. By looking at the things they can change, rather than concentrating on the things they cannot, resilient people can shift a negative situation to one which suits their goals. As a recruiter, you may not be able to choose who applies for your role but you can rewrite a job ad if you aren't getting the right candidates for the job. Use the Applicant Tracker System (ATS) to search for different keywords to search for different candidates if the hiring manager changes the requirements – roll with the punches and use AI to assist you in your search. Being open-minded to change can ultimately find you the right candidate which can save time and money long-term. Appraise, focus on what you can change and accept the things you can't.

2) Accept that some things are out of your control

Acceptance is key to resilience. A recruiter can work extremely hard to market, interview and negotiate with candidates but there are multiple things that can derail the whole process. External issues such as a competitive market, world pandemics and candidates just simply not taking the job when it's offered combined with internal issues such as job description changes and tricky inhouse politics – any one of these things can affect what looks like a very easy task on paper. The constant pressure to perform at a high level is exhausting but know that your efforts are not in vain. You can't change what happens in life but you can change your response. Stop fighting and accept the outcomes especially if they don't go in your favour. Resilience can be learnt and accepting failure, in all its forms, can help build character and emotional strength.

3) Look for the positives

Every cloud has a silver lining – corny but true. It's so easy to slip into negativity and moan about the day to let off steam but try a new tactic and put a positive spin on any daily disasters. So your perfect candidate didn't work out? Maybe they'll be better for a different role down the line. The hiring manager changed the deadline? Well, you work better under pressure/have more time to find the perfect candidate.

Why is resilience so important for recruiters?

Handling rejection is a key part of a recruiter's lot. Explaining to candidates that they aren't successful for a job and hearing why a job hasn't been accepted can be emotionally draining and lead to career burnout. Interviewees can tell if a recruiter isn't 100% engaged in the hiring process and this can be very damaging to the interview process. The recruiter is a representative of the company and if they are consumed by their failures then they won't get the best out of the interview and a great hire might slip through the net. If you can process rejection quickly and move on then your positive attitude will shine through. Not everyone is naturally equipped with the ability of resilience but it is something that can be practised and honed. So, practise like your career depends on it and let resilience become your hiring superpower.

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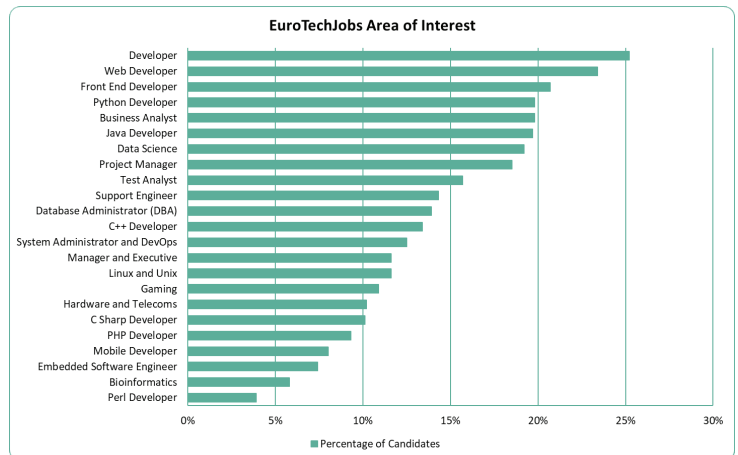
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