



Hiring the Best and Brightest! (Closing the deal)

As we talked about in the last issue of the staffing letter, the “War for Talent” is real and it is “game on” for landing those choice candidates for your openings.



I can't tell you how often I have heard the stories in the past year about being left at the altar in the final stages of bringing candidates on board. Shocked and dismayed are words used to describe their reaction to the rejection. Guess what people, job seekers have choices!!

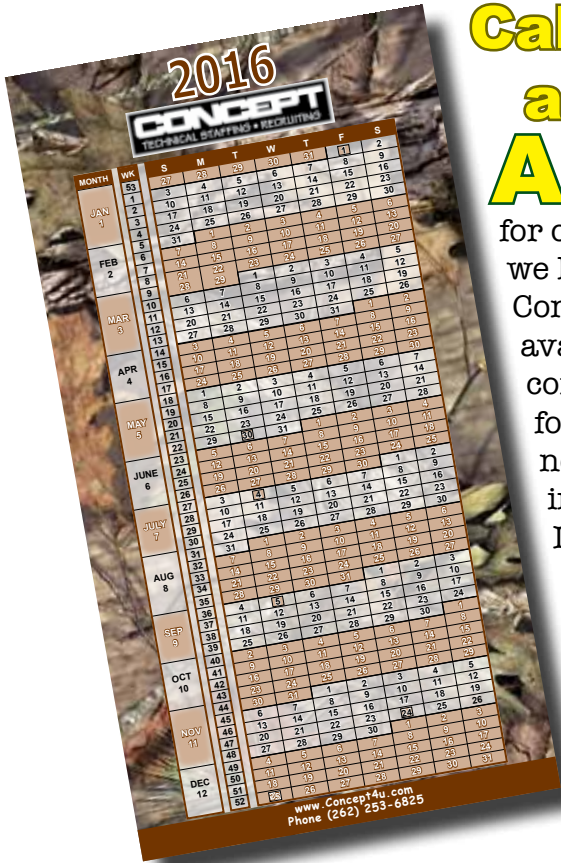
If you have experienced similar circumstances, it might be a good idea to evaluate your processes. **Here are a couple of thoughts and ideas for improving your chances of making the hire:**

- **Phone screens** and interviews should be a conversation... not an interrogation. Remember, they are evaluating you as much as you are interviewing them!
- **Be flexible** with hours to interview. Whether it is a phone or in person interview, some of the best candidates are currently employed! Don't make them take time off from their current position to fit your schedule. Weekends or evenings aren't out of the question.
- **Use panel interviews** if possible. In addition to some time-saving for the candidate, it is a great way to see how they fit with your company culture and work with your team. It also improves teamwork and morale because your current employees know that their opinion matters. 83% of talent say a negative interview experience can change their mind about a role or company they once liked.
- **Be polite and communicate.** May sound like a no-brainer but you would be surprised at how the lack of communication can turn candidates off. Follow up with them after the interview. Let them know where they stand. Whether they are your first choice or not, keep them engaged and apprised of the situation. The people you do NOT hire have just as much influence on your company's reputation and talent brand as those who do join your team. *(This is where a great recruiter could come in).*
- **Try to keep** the process as short as is practical. The best talent is probably weighing options from multiple companies and sometimes the slowest company to make a decision is left out.
- **You need to** “covet” and woo the best and sell them on your opportunity. Successful hires have hinged on a simple weekend or even holiday email or phone call to the candidate to show how much they are wanted. *(This is where a great recruiter could come in).*
- **Put all of your cards** on the table. Explain the pay, bonuses and benefits thoroughly. You should always call with the offer first and then follow up with a written offer. *(This is where a great recruiter could come in).*
- **Customize** or tailor the offer if necessary. Extra vacation time speaks louder to a family man than a recent college graduate.
- **Set a deadline** and try to get a soft commitment. It is fine to give a candidate time to consider the offer but agree on a deadline and ask if they have any initial thoughts or concerns about the offer. You have to convince them that it is worth leaving their current position. *(This is where a great recruiter could come in).*

Practice makes perfect! From sourcing to screening, interviewing to offering, consistently landing the best talent for your organization is an art form. Recruiting is a combination of sales, research, intuition and speed. The best way to succeed is to outwork the other companies who want the attention of your candidate. ***(This is where a great recruiter could come in)!***

Reference Checking

While it may seem like a waste of time, sometimes a bad one sneaks through your process! You will save yourself in time, frustration and dollars by not hiring the wrong employee. Don't be afraid to have a conversation with the former managers or ex-coworkers and pay close attention to the vague answers and long pauses. If you can't justify the time making some of these boring reference calls.....THIS is where a great recruiter could come in!



Calendars are In!!

As has been our tradition now for over 20 years we have the 2016 Concept calendars available. They come in handy for planning that next project or important hire!! If you would like one, we would be happy to get one (or several) into your hands. Just let us know!



Please accept our heartfelt gratitude for having been able to help you in some way this past year and sincere holiday wishes to you and yours this season from all of us at

Concept Technical Group!!

“Does your company have some empty seats to fill?”



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