

What Companies Should Consider When Working With Recruiters

The competition for top talent is getting tighter. This is particularly true in the energy field; where companies in diverse sectors are competing for a limited number of candidates with expertise in science, technology and engineering. Given this, it makes sense for companies looking to hire the best candidates to work with a reputable recruiting firm. But even once they have engaged the services of a recruiter, businesses must take steps to ensure that they have created the best possible recruiting process for candidates and thus the best possibility for their own success. This article will explore some ways that companies can increase their chances to land their top candidates.



1. Work *With* Your Recruiter

After hiring a recruiting firm, it may seem like your company's work is done. But in order to have a successful relationship, you have to work *with* your recruiter. The first step is to communicate your expectations clearly, and provide accurate job descriptions, not just a couple of paragraphs in a standardized format. Helping your recruiter understand exactly what you are looking for and what you want the person to do will ultimately save you time and money as you won't be interviewing the wrong candidates. If an interview does not go well, give your recruiter honest feedback so they can refine the search. Evaluate the candidate and schedule interviews promptly to keep the process moving forward. Finally, consider your recruiter's advice. She has expertise in the field and will have valuable insight on what candidates are looking for, from salaries to opportunities for professional development to benefits all of which will benefit the hiring company.

2. Understand Candidates' Needs

In today's job market, candidates have options — that means companies hoping to attract top talent need to have a strategy in place to make their job opening more appealing. The advantages and opportunities are not always as obvious from the outside as they likely are to the hiring manager inside a company. While this can mean increasing the salary range, there are many other ways to make a job attractive, including ensuring your recruiter fully understands the position, associated opportunities, the culture of the company, the leadership style and interests of their potential boss. Focus on what the position offers to the candidate. It could be an opportunity for personal growth, the chance to manage projects or explore emerging technologies. It could be a highly competitive benefits package, with options like student loan repayment or higher education assistance. Talk to your recruiter about the type of opportunities that candidates are looking for and consider incorporating their ideas into your job opening.

3. Develop A Seamless Process

One of the best ways to lose out on great candidates is to have a difficult, slow and complicated process. Before you begin advertising for a position or working with a recruiting firm, take time to streamline your interview process. Consider it from the perspective of the candidate and revise as necessary to make it as efficient as possible. By simplifying your process and focusing on making it as smooth as possible, you'll increase the chances of your top candidates signing on with your company. Remember that the hiring process is likely the first actual experience candidates will have with you and you want the first impression to be a favorable one, believe me this makes more difference than you think.

If you're ready to start working with a proven and successful recruiting field, contact us today at 252.331.2775!