

Hiring Hacks for Faster Quality Hires

1. Evaluate Your Process

Identifying ways to reduce the time to hire for positions in your organization, begins with taking an in-depth look at your recruiting process. Return on investment is key when it comes to recruiting efficiently and effectively. Determine which steps give you the biggest return on your time investment.



2. Choose to Automate

Part of the goal in recruiting is to determine whether your company is a good fit for the candidate and vice versa. Face-to-face interaction is essential in recruiting. However, not every step needs human involvement. Consider automating routine tasks such as scheduling appointments and interviews, skills testing, and resume screening.

3. Improve Job Descriptions

There is an art to crafting a job description that encourages experienced individuals to apply without discouraging up-and-coming talent. A well-written job description helps you get the right applications on your desk and saves you time weeding through the resumes of under and overqualified individuals.



4. Refine Interviews

While they are a vital part of recruiting, interviews are also a common exit point for candidates. Poorly executed interviews can leave candidates unsure about the job, the company, or both. An interview is your chance to learn as much as you can about a candidate. Getting the right answers begins with asking the right questions.

5. Create a Talent Pool

You had one opening that you filled with one new hire. What about the runners-up? You may not have anything to offer them now, but keeping track of skilled individuals can come in handy the next time you hire. Recruiting firms leverage their extensive pool of vetted applicants to accelerate the time to hire for their clients.

