

Your Recruitment Process – Is it a Long & Winding Road?



A long road ahead

It doesn't have to be.

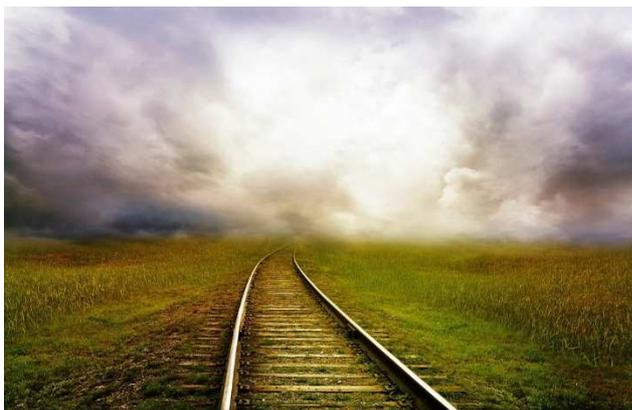
Research shows that jobseekers are increasingly frustrated by long and complicated recruitment processes, often taking a second choice job offer, because their first choice was just taking too long to make the decision!

At Aspire Jobs, we understand. We have first hand experience and know just how punishing this is for both candidate and client.

It's widely acceptable (88% of those interviewed) for the process to take around a month. Candidates expect this – that's a month from the initial application to receiving a final job offer.

Whilst it does take a fair amount of time to conduct the interview process and narrow down the list of candidates, businesses need to strike the right balance – conduct a fair and thorough recruitment process, within a reasonable and acceptable timescale.

There are of course repercussions for companies who draw the process out.



A storm lies ahead

If you want to attract top flight talent to your business, then you need to snap them up quickly. They won't wait around and they'll be applying to more than one company who will recognise their talent in the way you have. You snooze, you lose!

You may end up having to increase your salary offer to attract candidates entering into the world of 'counter offers', act quickly and this is far less likely to happen.

Bad press! People like to have a really good moan on social media, which can be very dangerous for your brand, so treat people fairly and professionally, WOW them with your process, even if you don't offer the job or win the candidate, it's worth it for the 'good press' you may receive.

There's an impact to your operation, no matter where the role is in your organisation, reception, sales manager or financial controller. Having great people in these positions is essential to keep your business running at its optimal level.



There's an impact on employee morale, being short staffed is just horrid and affects productivity.

People have to work harder, picking up work that isn't covered leaving their own job role short handed, up go the sickness and stress levels and up go your business costs.

A long process can often have some unnecessary steps in it, technology can even help reduce some of the time spent on the process. Consider a Skype or at worst telephone interview for initial recruitment chats, make use of email instead of letters AKA snail mail! Define your process and put a manageable timeline to it, make sure everyone involved in the process knows it and commits to it. This is important!

We think businesses would benefit hugely by carrying out a thorough review of their recruitment processes right from that initial outreach, through to the final job offer. The job market is changing quickly and its essential to keep up to speed with it, adjusting your systems accordingly. Strive to achieve balance and you'll be moving in the right direction soon enough.

We've had plenty experience of good and not so good recruitment processes and are happy to advise our clients on what we think works, based on our experience. So, if you'd like to chat this through with either Helen or Joy, please just give them a call.



Balance

