

Maintain Recruitment Momentum

Recruitment is often fast paced and hesitation or delay can cost you the candidate you really wanted. For this reason we advise that you make sure that your process is as efficient as possible; conduct interviews in blocks and keep slots free later in the week for second interviews.

Make sure that if you require the input of others, the MD, the line manager, other members of the team etc. that they are available throughout the recruitment process. The last thing you want is for a two week gap whilst a critical decision maker is on holiday.

Remember that the people you have shortlisted for interview will be the best available. Don't fall into the trap of waiting for a better candidate to appear, you may have already interviewed your strongest contender.

The Sooner You Act, the Sooner they Start

Our goal is to help you source the very best available talent for your business, the sooner we start, they sooner they do.

Needless delays whilst reviewing CVs, between interviews or making an offer and issuing paperwork disappointment. Don't take risks on the assumption a job seeker will wait for you. Make sure your process allows you to roll from one stage to the next with the minimum of delay.

Be ready to interview as soon as possible. If a choice job seeker becomes available you can bet they will be exploring other opportunities at the same time as they are dealing with you. The last thing you want is to call to arrange an interview, only to find that they've already been offered by a competitor.

Lastly, try to have offer paperwork together as soon as possible. A quick decision and prompt delivery of paperwork will make a candidate feel valued reinforce that you are an organised business, one that they want to work for. Severe delays (1 week or more) may cause a candidate to accept another offer, reconsider their desire to accept yours or sour their perceptions before they even start work.

Comparisons and Indecision

"We need to see a couple more CV's", "we need a comparison"; two of the most frustrating things we hear! Project Resource consultants are highly trained and experienced specialists, with a wealth of knowledge of their markets and the professions we supply. We have access to a database of over 30,000 commercial & quantity surveying, estimating, planning, project controls, design management and design engineering professionals, so be assured that we only ever shortlist the best candidates for you to review. Our consultants conduct extensive resourcing before submitting the job seekers that we have. These candidates have been carefully chosen based on their employment history, skills, experience, location, salary expectation and fit to your exact job specification and company culture.

If you genuinely feel that none of those you have interviewed are appropriate then you may need to revise your job specification or speak to us about alternative criteria. What skills might be transferable from other industry sectors? Would you consider someone more junior but more malleable?

Unfortunately you may not always be able to find exactly what you want, this is particularly true when replacing someone as employers tend to feel that they want exactly what they've lost. Consider what it is that you need and consider, also, the benefits a different point of view can represent.

Remember that indecision can be costly and damaging to your business, especially if your hire is project critical. Carefully consider the time restraints on your hire as well as the lost productivity from other team members who are having to juggle their own work load as well as that of the position you are trying to fill.

If you would like to speak to us about any of the points raised in our Employer Advice please call us.