



# 4 Best Practices To Winning The Best Talent

The best talent is always in high demand.  
So how do you ensure that you are  
attracting the best talent in today's  
candidate driven market?

1

#### **ARE YOU OFFERING AN EXCELLENT PACKAGE?**

What are the true benefits to working for your company? Employee satisfaction often comes from being valued and this is often shown through things including whether a company offers development opportunities, encouraging a work / life balance, or recognising and rewarding achievement.

2

#### **ARRANGE A PERSONAL GREETER**

You may have planned to interview multiple candidates across a set day, and often these can overrun. Therefore it is a good idea to delegate one other person as the point of contact, other than yourself. This will enable them to greet candidates when they arrive and will also ensure that every candidate has a similar experience pre-interview.

3

#### **WHAT ARE THE PERKS?**

Little sweeteners to brighten their employee's working week. This could be a monthly contribution to a gym membership, a free breakfast once a week or dress down Fridays. Something as small as this could sway a decision to your company over another offering a similar role and package.

4

#### **BE PREPARED TO MAKE A DECISION QUICKLY**

We understand that you'll have a processes in place for recruitment, however to succeed in recruiting the strongest candidates, it is essential that you move quickly. If you are interviewing a candidate that you think is special, chances are there are other companies interviewing them too. Go with your instinct and get your offer in quickly to make sure you don't miss out!