

# EFFECTIVE HIRING STRATEGIES

## DEFINED JOB DESCRIPTION

Fully define the job. Know the technologies involved, team culture and dynamics, and business skills needed to do the job successfully.

## NO CHECKLISTS

Long checklists will eliminate most candidates. You need a smart person, not a robot. Look for a person who can learn what's needed to do the job.

## TIMELINESS

Don't waste a candidate's time. Get them in, interview them, and get them a decision. A good candidate has other opportunities besides yours.

## CANDIDATE MEETS EVERYBODY

The candidate needs to meet the decision makers. Don't make them come back again. Schedule wisely.

## INTERVIEW PREP

Tapping into the right channels is key when advertising job vacancies. This helps reach a more targeted demographic.

## TRAIN TEAM FOR INTERVIEW

Team should have subject matter knowledge, be able to ask pre-designed questions and know answers, and be able to dig deeper based on candidates' responses.

## REMEMBER INTERVIEW PURPOSE

Through extensive interview processes and carefully administered testing, the right candidates are shortlisted.

## OUTCOMES

Reward policies and practices shall always be clearly outlined and implemented for all regular employees who go above and beyond the organization's aims.