

WHY IS RECRUITMENT IMPORTANT?

In order for a company to be truly successful, it must first hire the right people.

Sounds simple enough, right? However, attracting candidates and ensuring the right fit isn't always as easy as it sounds. Recruitment and Selection is more than just reviewing resumes and asking a few interview questions – it's about determining desired behaviours and ensuring the successful candidate demonstrates these behaviors. The Kirwin Group can help with this in two different ways:

EXTERNAL PROCESS

Let us do the work for you! We will provide full cycle recruitment support. We will work with you to define your needs, attract stellar candidates, conduct interviews, check references and recommend top candidates for the final interview stage.

INTERNAL PROCESS

We will work with you to develop and implement an internal Recruitment and Selection strategy which includes:

- Employer branding
- Defining your needs
- Attracting stellar candidates
- Screening resumes
- Interviewing techniques
- Assessment tools
- Reference checks
- Offering employment contracts

Once we have worked with you to develop the strategy we then provide training to your team to implement this process.

Why Us?

Recruitment and Selection can be time consuming and confusing. Let us take the pressure off of you by allowing us to do what we do best! Our HR Partners have many years of Recruitment and Selection experience and can provide you with the support you need from start to finish.

The Kirwin Group takes the time to really get to know the culture in the organization and acts with your best interests in mind as together we are a team. All of this hands on support at a fraction of the cost of the larger employment agencies!

Never know what interview questions to ask? We can assist you in determining the competencies you are looking for and construct a behavioural interview that examines those skills for a more effective candidate assessment.

We stay current to ensure that we are reaching the best candidate pool for your roles.

Outcome

And the winner is... An ideal candidate for both the role and your organization at an affordable cost!

Testimonials

The Kirwin Group was instrumental in recruiting and selecting our "Manager of First Impressions". As a small business, we would have defaulted to our typical approach of trying to fill a new role that had been developed. With years of selection experience behind me, I still felt it would be a better investment of our time and money to hire an external consultant. The team at the Kirwin Group handled the entire process from end to end and handed me 3 solid candidates to choose from. Their favourite turned out to be our favourite and the experience was easy, simple and seamless. I'm encouraging all the small and medium business owners I know to hire the Kirwin Group. They have a vested interest in a successful selection and we are thrilled with our new hire and the return on our investment in their services.

*Douglas Dane, Owner,
The Mortgage Centre in Guelph*

As a growing startup technology firm our success is directly based on the people that make up our company. Using the Kirwin Group to manage our recruitment, we have been able to identify and attract the key talent we need. This has allowed us to avoid the distractions that recruitment and new hire integration can bring when we should be looking at bringing new products and services to market.

*Mike Johnson,
Lakes Environmental Software
in Waterloo*

Working with the Kirwin Group took the big job of recruiting a new employee off of me. With my demanding schedule, I did not have the time to screen resumes and interview several candidates for an Administrative role in my busy Real Estate office. The Kirwin Group took on the task and found me the perfect person for my growing business. The Kirwin Group provided feedback and support throughout the interview process and I was pleased that the hiring was completed in a timely and professional manner. The best part is that I was able to stay totally focused on growing my successful business!

*Gia Lucchetta,
Royal Le Page
Royal City Realty in Guelph*