

Don't Miss Out on Great Talent Due to Rigid Processes



There is no doubt that technology has been a great help in streamlining the recruitment process. However, it's become all too easy to follow rigid and impersonal checklists which could mean you are missing out on great talent not deemed 'suitable' by technology.

Make sure you are still applying the human touch when reviewing candidate's applications.

Higher education isn't everything!

It's hard to dispute a university education as proof of a candidate's scholarly abilities and for many years the traditional – go to university, graduate with a degree, get a job and work your way up the ladder - has been a great blueprint for a strong career. The requirement for a university education has long been a requirement in many industries, however, it isn't the only indicator of whether someone will prove to be a good hire. Businesses should look to hire people from different backgrounds and perspectives to keep ideas and innovation fresh.

Look beyond the CV (*this is our mantra here at Across-the-Board Recruitment with our strap-line "People not CV's"*)

For most job applications the hiring manager will expect to see some CV's in order to produce a short-list of suitable candidates. However, you need to look beyond what's written in black and white to understand the candidate's full capabilities. Just because the CV ticks all the boxes on your list of requirements, it doesn't necessarily mean that they will be a good fit for your organisation or the team they are joining. It's worth spending some time getting to know the applicant and their ambitions, hopes and dreams to see whether they match the company ethos.

Think outside the box

There is no denying that on occasion, a person's background can put hirers off, particularly if someone has spent time out of work or has been in prison.

Automatic rejection of a candidate just because they have a gap in their CV could restrict business growth from both a cultural and financial perspective. Perhaps it's time to dig a little deeper to understand the candidate better and you could be hiring some real gems with instant loyalty and real buy in to the company culture.