

5 TRAITS OF A PRODUCTIVE RECRUITER



Recruiting today is tougher than ever. We never seem to have enough time or qualified candidates. So, how are successful recruiters getting by? What are they doing differently?



HERE ARE FIVE KEY TRAITS WHICH MAKE US MORE PRODUCTIVE THAN OUR COMPETITION:

1



We use data

- Our recruiters work smarter, not harder.
- We use data to make better and more informed decisions, which improves our quality, productivity and success.
- We measure every step of our recruiting process and track the most important recruiting metrics. We analyze these metrics to uncover which of our recruiting strategies work best, and which have room for improvement.

2



We think about candidates (a lot)

- We put candidates first.
- We take time to research candidates' wants and needs. We want to understand who they are while uncovering what makes them feel happy and appreciated at work.
- To deliver the best possible candidate experience, we strive to provide timely communication with all our candidates while respecting their time and effort. After all, our goal is not just to fill the position, but to find the most qualified candidate who is the perfect fit for both the position and the company.

3



Our recruiters use the right tools

- Technology helps us simplify and accelerate our recruiting process.
- These tools also offer features which help tackle some of the most pressing recruiting challenges. With modern recruiting tools, we can easily find high-quality candidates in order to attract and convert them into applicants.
- In order to choose the right recruiting tool, productive recruiters first identify their recruiting goals and challenges.

4



We think like marketers

- We understand that the current job market is candidate driven, which means that top talent has many potential employers to choose from. Candidates now act as customers.
- Our recruiters are well aware of this situation and by using recruitment marketing strategies, we're able to differentiate our company from competitors and attract the best candidates.

5



We love referrals

- Our employee referrals are structured programs used to find talented people by asking our existing employees to recommend candidates from their existing networks.
- Why? Because referred candidates make the best employees in many different ways: they take the shortest time to hire, are more affordable to hire, and integrate more quickly with companies.