

How to Strategize Your Hiring Needs



Assess your hiring needs

Gathering feedback from those with the most insight is essential. So, schedule a meeting with your stakeholders, executives, and leadership team for an in-depth recruitment discussion. You can meet with each group separately or together. This in-depth meeting should occur annually, with quarterly and as-needed follow-ups.

Discussion topics should include:

- Assessing and updating your internal people pipeline.
- Assessing and updating your overall people pipeline.
- Assessing current company culture, vision, mission, and values.
- Reviewing your current team and in-house and external training.
- Reviewing current talent gaps and staffing needs.
- Discussing which positions can be remote or hybrid.
- Discussing local, nationwide, and global expansion.
- Upcoming product/service launches that may impact recruitment.
- Upcoming events, busy-season staffing, and hiring cycles.
- Reviewing overall and position-specific retention rates.
- Reviewing diversity and inclusion policies and internal metrics.

While growth spurts and evolving needs can create unplanned staffing needs, most of your annual hiring should be mapped out in advance. The recruitment strategies below will help you take a proactive approach. This includes minimizing over-hiring, staffing shortages, and the scramble to find the quality candidates required to meet your organizational objectives.





Redefine job duties

An accurate job description ensures clear communication and optimized candidate screening. While job duties inevitably evolve, candidates require a clear picture of the position they are applying for.

Pull up the current job description and have the team leader help you with updates. Invite a few team members to review the current description and the updated job description to confirm detail and accuracy.

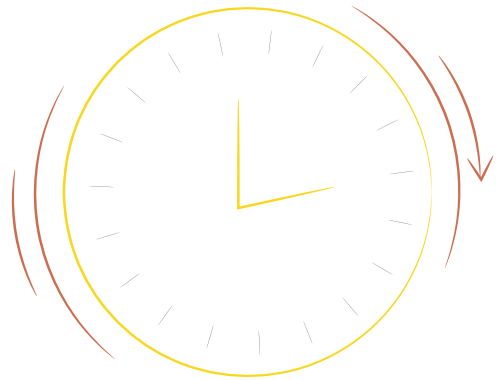
If the position is new, gather input from the manager your new hire will report to. Also, browse external job descriptions for similar positions—which can also be helpful for insights as to how to customize and maximize your team.



Map out time and budget

Effective recruitment plans have measurable KPIs, two of which are time and budget. Map out when each position needs to be filled to ensure you have ample time to recruit. This should include how long it takes to source, interview, onboard, and train each employee. When in doubt, give yourself a bit of a cushion.

When it comes to the budget, think beyond job listings to new HR technologies and third-party recruitment partnerships. HR technology helps to automate the recruitment process, minimize subconscious bias, and improve the candidate experience. The same is true for working with third-party partners, with the added bonuses of saving you time—and improving your candidate pool.



Talent rediscovery, returnship, referrals, and internal mobility

Sourcing from who you already know accelerates recruitment and increases the likelihood of an advantageous match. So, before you put your feelers out there, start with who you already know.

This includes:



Internal Candidates

you may already have the ideal candidate on staff in another position. This includes both vertical and lateral moves. These moves play a vital role in retention, job satisfaction, and the essential feeling of being part of something bigger.



Referrals

no one knows your company culture better than your existing team. So, create a referral incentive and ensure your employees know of your current job openings. Not only for referrals, but also so that they can apply!



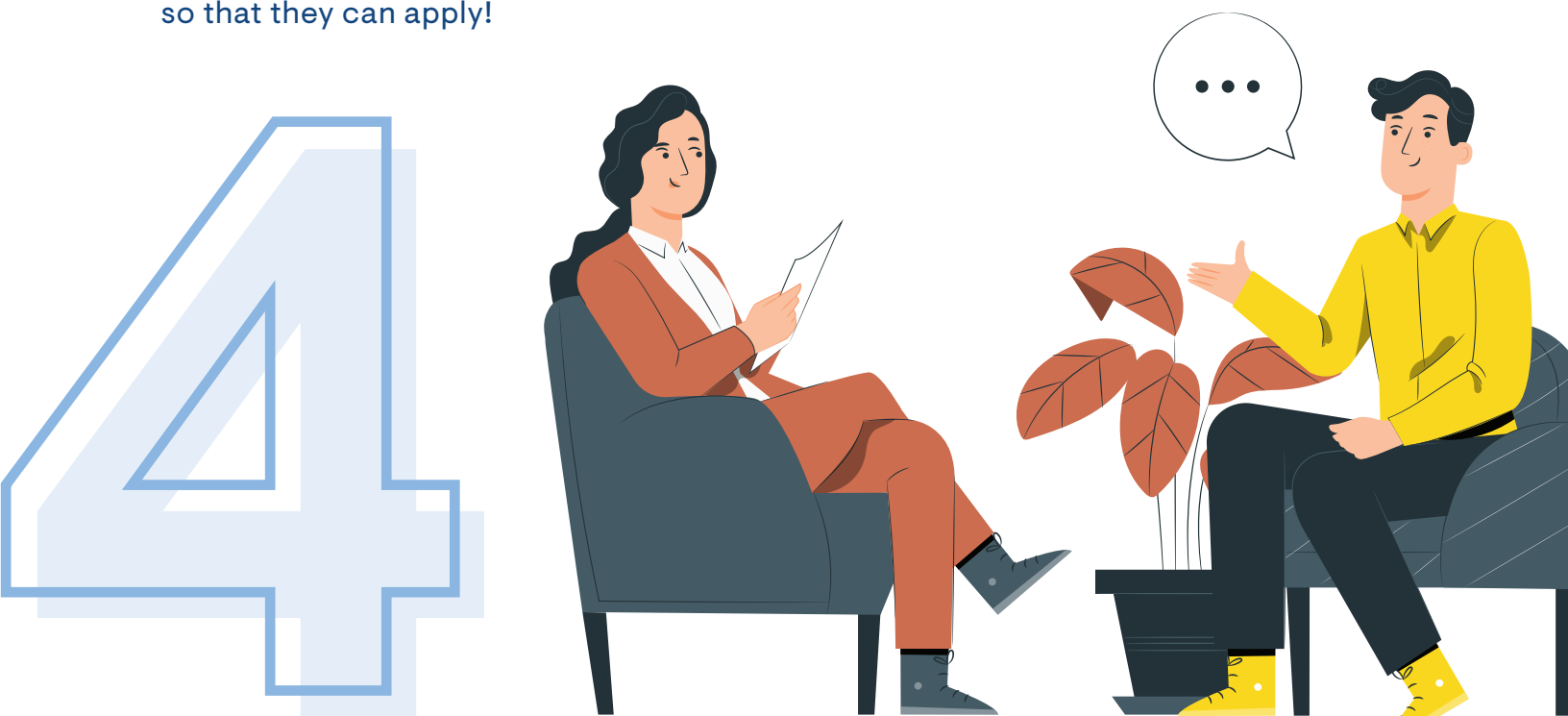
Rediscovery

keep a file of amazing candidates you short-listed for interviews or previously interviewed for a position they weren't quite right for. Maybe one of your current job openings is a better fit.



Returnship

remember that amazing intern you had a few years ago? Or a standout employee who left to explore other options? Hop on LinkedIn to see what role they are in now and if they may be a good fit for your open positions.



Expand your recruitment sources

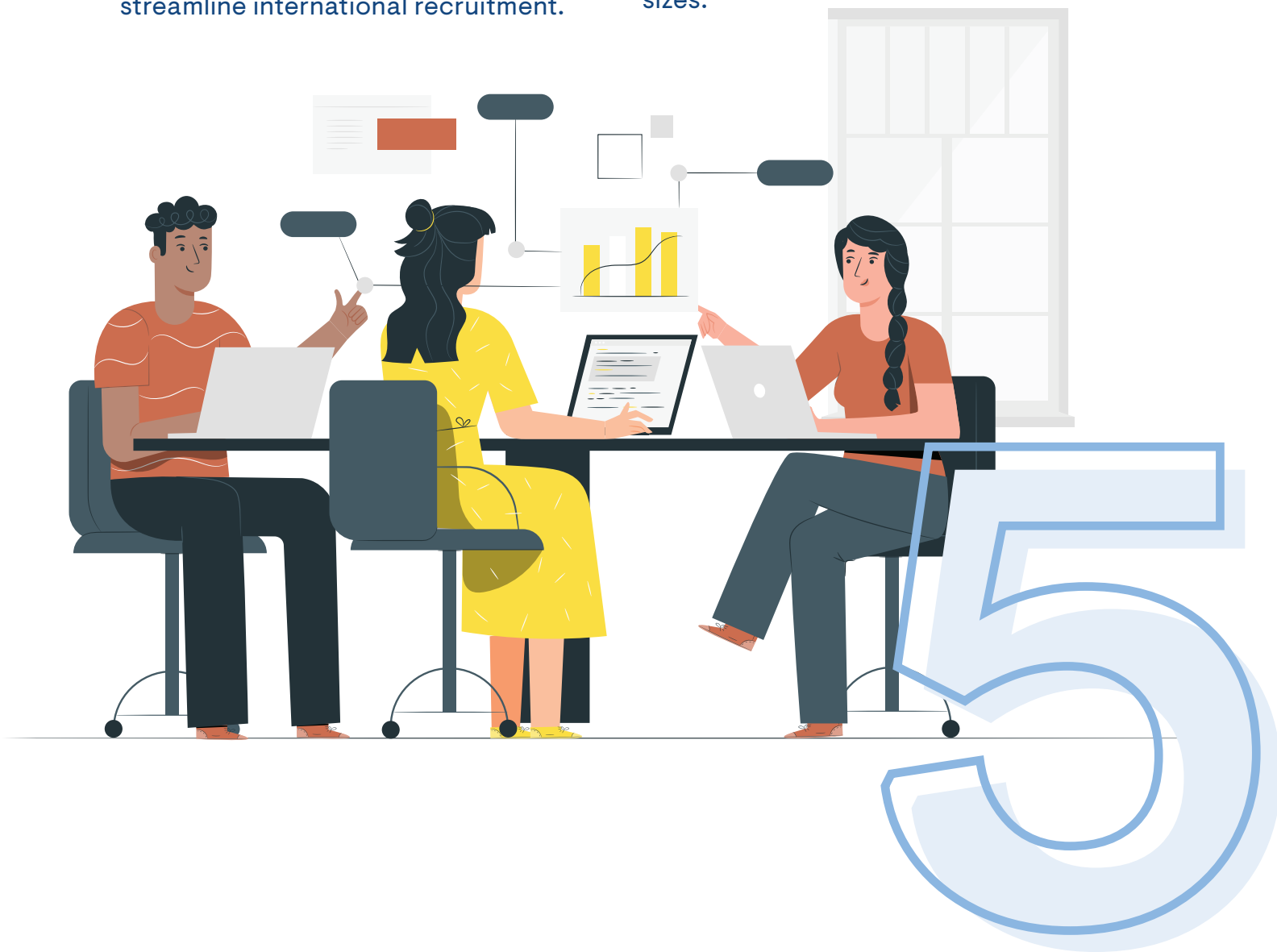
Sourcing top talent has never been more competitive, so posting on the job boards isn't enough to stand out. Besides, top talent may be gainfully employed. If they aren't employed, candidates have the luxury to be selective. This is why it's time to expand your recruitment sources.

- Partner with a recruitment agency that specializes in your industry.
- For remote positions, recruit beyond your city, state, or country.
- Fill skill gaps by sourcing remote and hybrid nationwide and global talent.
- Partner with a PEO and ERO to streamline international recruitment.

Searching for a recruitment partner?

Talent is the lifeblood of every organization. With effective recruiting plans in place, you improve the quality of your candidates by both skill and organizational match. The tips above help hiring managers and HR teams take a strategic approach to recruitment.

If you are searching for a recruitment partner, we invite you to reach out to **IsoTalent**. We can connect you with the top local and global talent required to complete your teams. We recruit for all industries, specializing in technology, software, SaaS, start-ups, and high-growth recruitment for companies of all sizes.



Recruiting Reimagined

IsoTalent is a job recruitment firm based in the Silicon Slopes area of Lehi, Utah. We help high-growth startups, executive teams, hiring managers, and HR professionals find the talent they need at flexible and affordable pricing. Our low-cost hourly model saves organizations thousands of dollars compared to traditional hiring agencies. Our recruiting services help clients save an average of 40% to 70% to place high-volume, standard, technical, and executive roles.

Hourly-Rate Recruiting

Standard Role

\$110/hour

Technologist Role

\$125/hour

Executive Role

\$200/hour

High-volume placements are billed at the standard rate and typically fill 10x faster than standard averages.



Contact

Talk to an expert recruiter

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