

6 tactics to increase hiring success

In this crazy job market, companies are tripping over themselves to hire talent. And candidates hold the power in what some are calling the hottest job market since the dot com era. So, what is a hiring manager to do? Here are **six ways** to give your efforts a leg up.

1. Speed is the name of the game



Candidates are moving quickly through the hiring process, so you have to move fast as well. It's akin to bidding on a house sight unseen in this unprecedented housing market. So, **keep your schedule open** to review resumes, conduct interviews, etc. Block off time on your calendar if you have to. And get feedback to your recruiting partner ASAP to keep the process moving.

2. Streamline the interview process



Two interviews are pretty standard. Sometimes, companies will do one and done. But other times, three interviews or more can lead to losing candidates to other offers. While you're in three interviews, another company might be doing one or two, getting an offer out and sealing the deal. Speed up the process by conducting some or all **interviews via video call and keeping it to a two-round process**.

3. The price has to be right



Make sure your **pay rate is what the market demands** and that the rate is flexible. If the trends are higher than what you're offering, be open to increasing them. If you're unsure, ask your recruiting partner. We have data and tools available that show a variety of benefits. These include market dictation for specific roles, years of experience, location, etc. And we're happy to share that information.

4. Be open to remote workers



Now that the economy is slowly re-opening, many workers don't want to go back to an office. Research from Willis Towers Watson shows **85% of U.S. employees who worked remotely during the pandemic prefer to work either in hybrid or fully remote** arrangements permanently. It's about being flexible and helping to meet the needs of the employee and the company. It not only widens your candidate pool, but it could also sell the candidate to your company.

5. Beware of the counteroffer



Whether we like it or not, candidates are getting counteroffers from their current company and your competitors. And, more frequently, they are accepting them. Be prepared for this situation to come up. And read our blog, "**Why you should never accept a counteroffer,**" for ways to sell against it.

6. Over communicate with your staffing partner



Stay in **constant communication with your staffing company during the sourcing, recruiting and interviewing process**. They can update you on how it's going, help set priorities based on candidates that have offers and even what's going on in the market. Lean on them to take some of the hiring tasks off your plate.

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Need help finding qualified candidates? Reach out to us at synergishr.com.