

# 5 WAYS TO IMPROVE YOUR RECRUITMENT PROCESS



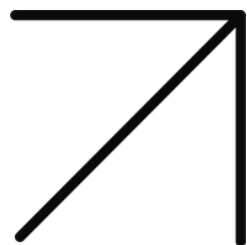
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# GREAT RECRUITMENT PROCESS BEFORE GREAT PERKS.



Season ticket loan, cycle to work scheme, beers on a Friday, flexi working, hybrid working, bring your pet to work days, private healthcare, gym membership, pool table in the office....The list goes on when it comes to the potential benefits advertised within the residential living sector. Yet so many operators neglect the importance of the candidate experience and an engaging recruitment process in order to secure the best talent in the first place.

In this guide we will cover the five most important considerations when trying to create a recruitment process that puts the candidate experience above all else.





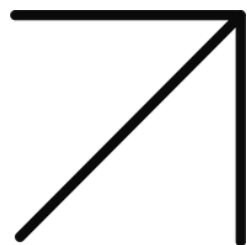
# THE JOB ADVERT HAS TO ENTICE



In a crowded market its imperative that a job advert encourages engagement, and thus cannot simply be a "copy and paste" of the JD.

The job title and a basic overview of the day to day duties will provide all the candidate needs to understand the scope of the opportunity, but the following has far greater importance to get enough quality candidates to apply:

Company culture, L&D, career development, company growth aspirations, details on the application process, salary range and location.



# 2

## ACT QUICKLY FOR GREAT TALENT



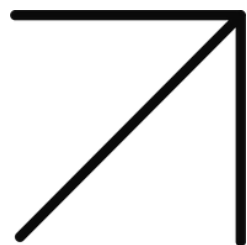
If you are fortunate enough to attract a strong shortlist, how quickly you progress that talent through the recruitment process is crucial. This can only be achieved if you have a clear process to follow and consider some of the following:

How quickly can you interview applicants?

Who is going to be involved in the recruitment process?

Do you understand their availability for interview over the coming weeks?

Do you have a clear understanding of how long the process will be? (1,2, 3 or 4 interviews?)





# BE DECISIVE AT OFFER STAGE



The residential living market is fiercely competitive, so if you find a great fit then don't delay in getting an offer out and making the candidate feel valued.

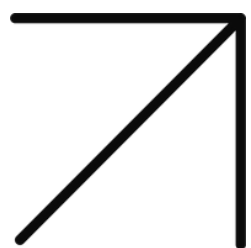
Consider some of the following:

Do you have contact details on file for candidates entering final stage interview?

Do you have all the required sign off to offer?

Do you have the system or templates to get an offer out within hours of a decision?

Do you fully understand what it will take to get the preferred candidate to accept?



# 4

# START ONBOARDING IMMEDIATELY



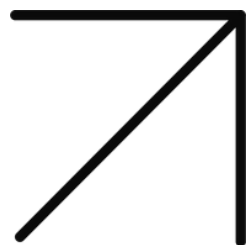
Once a candidate has accepted, the dialogue prior to their start date is crucial.

When the demand is great for the best talent, current employers or even other opportunities often attempt to positively engage with your preferred candidate during their notice period. Therefore arranging a pre-start date meeting has never been more crucial. Other things to consider:

Is everything in place for their first week?

Is there any part of their induction that can be shared with them before their start date?

Can a coffee or lunch be arranged to meet their new team before they start?





# PROVIDE FEEDBACK TO THOSE WHO MISSED OUT

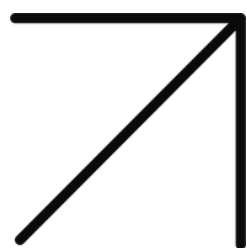


A common mistake is to put all your energy and commitment into your preferred candidate. Whilst this remains crucial, you must remember to leave a positive impression on those that invested their own time and enthusiasm into the recruitment process. Some key things to commit to:

Provide meaningful feedback

Personally thank those that were very close to an offer for their time and commitment

If there are other opportunities they could be considered for then encourage them to keep in touch

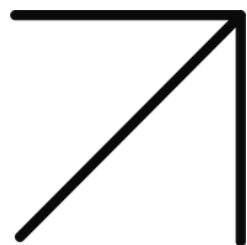


# REVIEW AND THEN ADJUST YOUR RECRUITMENT APPROACH



Even if you are fortunate enough to hire the right talent consistently, always make sure you are reviewing every aspect of your recruitment process every few months.

At Launch Consulting we have supported a wide range of businesses at different stages of their growth with attracting, assessing, onboarding and retaining the best talent in the residential living sector. If you want to benefit from our free recruitment process health check then please reach out using the details on the "Get in touch" page of this guide.



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