

Hiring Assessment

Best Fit Hiring, Best Results.

Great things are possible when talent acquisition and business strategies align. With a fresh approach focused on a modern hiring solution, you'll power up your hires, power up performance and power up your reputation. And that's what will differentiate you from the competition.

Evaluate Your Talent Acquisition Strategy

Below are a list of general questions to ask as you begin to evaluate your talent acquisition strategy and execution.

01

How does your recruiting strategy align with business goals today and in the future? When's the last time you checked alignment?

02

What's happening on the horizon that will require a change in talent acquisition? New roles or skill sets needed? New locations?

03

What are your hiring cycles? Are there needs to scale up and down throughout the year? How has hiring demand changed?

04

Candidate sourcing options have exploded. Does your team have strategic sourcing strategies that vary by role/location/skill sets? Is your team utilizing new sourcing strategies and learning emerging techniques?

05

Have you explored utilizing social media for recruiting – do you “own” your social footprint? Do you know the difference between paid and earned social media recruitment advertising? Are you familiar with the demographic targeting available with these platforms: LinkedIn, Facebook, Twitter, SnapChat?

According to a recent Global Staffing Trends survey, some of the top challenges leaders say their teams are faced with include: “...**competition for talent** (58%); **business development** (38%); **limited budget** (30%); and **small recruiting teams** (25%).”

06

What is your success rate at engaging active and passive candidates and the ratios that convert into new hires?

07

Is your employer brand telling a story about your mission, values and culture that attracts candidates? What is the first impression of your career site? Does it adequately represent your brand message and voice?

08

What is your process for monitoring the latest talent acquisition technology platforms including sourcing, engagement, nurturing, applicant tracking systems, automatic scheduling, video interview, etc?

09

What skill sets do you need for your recruitment solution? Sourcing experts? Relationship builders? Recruitment marketing experts? Market research? Admins/coordinators?

10

Do you achieve a great candidate experience? Have you blended automation with a personal touch? Are you guessing or do you have satisfaction surveys in place to gather candidate feedback?

11

How does the skill set and bandwidth of your team map back to hiring needs? Have you evaluated the cost of your team and compared it to the number and caliber of hiring over the last 12 months? How do the results compare quarter over quarter?

DOES YOUR TALENT ACQUISITION NEED ATTENTION?

Learn how to create a best in class solution.



The Practical Guide to Hiring Solutions

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Connect with us at:

(312) 263-0400

info@advancedrpo.com

111 W Jackson St, Chicago IL 60604

