

4 Best Practices for Remote Recruiting

The COVID-19 pandemic continues to grip economies across the world and has evolved how we work in a remote setting. Recruiting candidates is very much high on the agenda for businesses across several industries, but what are the key elements to navigating recruiting virtually? Let's dig in.

1. Take advantage of technology to screen early applications

Manually screening resumes is one of the most time-consuming tasks for recruiters, especially if more than half are from unqualified candidates. Take advantage of technology available in the recruiting space by having A.I. collect information and do the dirty work to screen candidates or keep in a regular communication cadence.

2. Switch up your job promotion strategy with the help of digital

Harness the power of technology, and look to leverage your professional network and social media channels as much as possible when promoting open roles.

3. Be flexible when interviewing candidates

The virtual interview is here to stay. Not only does it give you access to a wide range of talent, you won't spend as much time trying to coordinate schedules with the help of video tools like Spark Hire (a popular video interviewing software) or ConveyIQ.

Video interviews help foster faster-recruiting processes; you can stagger them throughout the day and when it's convenient for all parties.

4. Always provide an exceptional candidate experience

Leveraging and developing relationships are still a critical thing to get right. When recruiting remotely, ensure you deliver an exceptional candidate experience that includes:

- **Getting smart on talent.** Understand who the other person on the hangout or phone is. LinkedIn makes this seamless.
- **Outline a firm process at the beginning of a search and stick with it.** Let talent know where they are at each touchpoint.
- **Communicate with candidates** about where they stand in the process.
- **Position yourself as a true resource for candidates.** Talent makes career decisions based on information, interest, and excitement. Your top job is to provide them with as much of that information as possible.

At Hunt Club, we have a dedicated team to help teams navigate the process, and we are here to help you through it. Find more resources on best practices around virtual recruiting, onboarding, and how to plan for the next quarter from a talent perspective, in our dedicated resource center: huntclub.com/blog/covid-19.