

9 ways to improve your hiring process today with Hunt Club

In business, time is money. If you're part of a fast-growing company, you're raising money on 12 to 24-month cycles which means lingering on business and hiring decisions does not help. If you sit on something for 90 days, in 9 months your company is raising money without a key player on your team who can help you grow your business. Here are 9 things Hunt Club does that can help you improve your hiring process today:

1. Drop your ego

Humility is key to landing amazing people. Yes—humility. Get excited about the trajectory of your company but when you court talent, let them know you care more about them than yourself.

2. Know the role

This one seems obvious, but you'd be shocked at how many hiring teams don't take the time to truly understand the position they want to fill.

3. Get smart on talent

Understand who the other person is on the Hangout or phone call. LinkedIn makes this seamless and Google is your best friend for quick searches.

4. Stick to a schedule

Outline a firm process at the beginning of a search and communicate it. Let the talent know what part of the process they're in at each touchpoint.

5. Be transparent

Show your cards, let candidates know what phase of the funnel they sit, share any macro issues impacting the business and risks of decisions.

6. Ask what else you can provide

Your #1 gateway for talent is to provide as much information as possible. Talent makes decisions based on information, interest, and excitement — give them reasons to feel all three.

7. Resist “gravity” at all costs

Don't only focus on the one or two candidates with the highest probability of getting hired. Think about the 10-20 other people you talked to about the role, and treat every person as if they were about to refer 10 people your way (hint: they just might.)

8. Say “thank you” to everyone

Remember to thank candidates for investing the time to learn about your company.

9. Follow-up

Remember that one time someone didn't get back to you? Yeah, it felt terrible. Don't do that to people.

If you're not building airtight processes around interviewing, hiring processes, communication, and feedback, you're missing out on a valuable opportunity to let people know all about your awesome company. Working with Hunt Club helps you deliver an exceptional candidate experience and access to real relationships built on trust. Get in touch partnerships@huntclub.com