



ASSIGNMENTS APPROACH IN COMPETITIVE MARKET CONDITION

In competitive market it is as one can say maybe difficult to resource candidates. But if we do what we love for 25 years, we take every challenge in market and do things all heartedly, with our successful brainstorm techniques/approaches to solve every little difficulties in recruitment with immense care & love.

1. We always keep ahead on Figuring out who we would need to hire next

Every potential upload in our Database, we know how important he could be for any of our future needs for an opening at our valued clients at any point of time. We keep constant relationship with such candidates. Keep motivating and informing updates on works, projects, professionals we are handling. This way almost half of the works are done, and at the right time we approach him right way to get him engaged. It makes us at least 80-90% success on any individual or a group of people through references of such candidates in case if otherwise.

2. Identify and attract high quality passive candidates

The core reason we put together a Market trend/reputation is to begin attracting high quality candidates to an open role. Our market reputation allows us to approach passive candidates directly, confidently that our approach will be of more interest and in the right salary ballpark.

The candidates need encouragement ... a personal invitation, to join. This is the difference that we can make in your recruitment processes.

3. Keep tabs/networking on valuable candidate we meet

It's possible that the one professional may perhaps just walked in voluntarily, may match any of our opening in future. Our front desk team keeps an open eye welcoming tune to any such potential candidates and let the candidate meet any of our recruitment team. He/She keeps networking with such candidates, sometimes an approach at any difficult situation from a long keeping network is not only happily accepted rather are appreciated.

4. Decide what information you need to know

We will get the best value from our time by focusing our market map on the areas most helpful to us. We keep thinking of the roles way ahead that we may need to hire for our clients. We target/focus on those roles in the working community or available through the references of our connections, we keep mending them with care for time whatever it may need, and finally we fail our competitors and work across/around them.

5. Research new roles and start sourcing with no delay

We are constantly educating on new roles in the industries we are greatly devoted to. On hearing, reading, linking to any such new roles gives us immense drive to keep some of such those new roles in our own album, keeping them warm and happily interested always for assignments at anytime we may need for our clients.



10. Communicate continuously with candidates

Finding qualified candidates requires us to actively recruit them even after we have sourced them. We do not miss out on candidates because we do not follow up with them during the hiring process.

After we have found great candidates, we let them know where they're at in the hiring process, do everything in our power to keep the process short, and continue to sell our client's employer brand.

11. When recruiting in highly competitive areas there are a number of facets to consider

From an engineering or technicians perspective, it is indeed a candidate driven market. We think pragmatically about hiring system. We are therefore always dealing with candidate proactively, not reactively. A good candidate can satisfy our client. A fluid hiring process can make all the difference. We ideally have one comprehensive onsite interview, not multiple onsite interviews. This can be off-putting to candidates, as they have to take time off to attend interviews. We always engage with candidates prior to sending technical tests, this ensure a better candidate experience. 3 stage hiring process is common for most recruiting companies. In our process, we try to cut it short by two. It would be an HR call, followed by an onsite tech test.

12. We do not sell any false promises but be transparently honest with candidates

Candidates are like our assets/partners in our business. We always treat them likewise and therefore be honest and transparent.

A candidate mistreated onsite, or repatriated because the role that was sold to them didn't materialize is very bad branding for companies. Our policies, handouts, materials to resource and engage candidates are strictly monitored in 3 layers of screening system, therefore no way for such a chance. Thus we achieved 50 years of reputation in first 10 years of our business.

Now for our quality operations, simple but effective recruitment policy, prompt and straightforward services for free of cost has let any candidates put complete trust in us. Offering assignments in any difficult situations is rather giving us more advantages than any operators at any competitive situation.

13. Have really specific and detailed job specs.

Candidates who apply to the roles know exactly what they're applying for so they are under no illusion as to what is expected from them. This would prevent the number of candidates dropping out of the process because some specs can be ambiguous and can raise more questions than answers thus leading candidates to drop out of the interview process. A detail spec is always a good step forward.



6. Letting candidates find us

Before we can find top candidates, we verify that the job description is straightforward and attractive to potential candidates. After all, the job description is basically our client’s sales pitch to get people to work for them.

Next, we make sure candidates can find you by posting the job description on job boards.

Branding is another important part of getting candidates to find us. We want potential candidates to recognize our recruiting business as well as our client’s valued organizations.

Working long term with multinational reputed organizations in the industries, has already took us way ahead than many others working in this sector. Since our clients already have a strong reputation for treating their employees well and promoting their development, candidates always seek us out at by double numbers than any of our competitors.

7. Scour social media

Social media platforms like LinkedIn, Facebook, and Twitter are especially useful for tracking passive candidates, building relationships with them, and eventually getting them to apply for open positions. Passive candidates probably don’t look on job boards, but they may actively use social media.

We can search specific details about candidates we are interested in finding. For example, we can conduct searches based on locations, industries, job titles, and skills. These searches can lead us to top talent.

Once we find potential professionals on social media, we connect with them.

Post and share jobs from your social media pages so all your contacts can see. Or, we personally send job postings to potential candidates through the messaging systems.

This helps us easily approach assignments and resource them easily in any difficult condition.

8. Reference our database

You might also find the candidates you need by looking in your recruiting database. Search for candidates by location, skills, education, experience, etc. Then, you can reach out to them directly to tell them about the open position. You can even use email marketing to send out mass alerts to qualified people in your candidate pool, saving you time.

Because these candidates are in your database, you already have a relationship with them, which will further encourage them to apply.

9. Ask for referrals

Using referrals is another great way to find passive and active candidates. We can ask our current candidates to refer us to their peers. Or, we can gather referrals from fellow recruiters.