

Learn to be a **RECRUITER**

Net Natives' advice on an effective recruitment process

Do this and you will never need a traditional recruitment company again...



1.

BE CERTAIN YOU NEED TO RECRUIT!

Make sure you have the role clearly defined and that there is a potential career path for the person you hire

Make sure you have budget you need to recruit!

2.

SELL YOUR COMPANY!

The best candidates will have more than one interview, make sure you know how best to sell your company. From the advert through to the interview

3.

PREPARE YOURSELF

Make sure that you know what the role is in relation to the company, what are the questions you should be asking against that job type.

This will help you prepare when reviewing CVs.

Make sure that you know when everyone is available for interviews and decision making (you don't want someone off on a holiday at the critical time).

4.

ACT FAST!

The best candidates don't hang around, if you see someone you like, invite them in for an interview.



5. PRE-SCREEN

Take about 10 minutes to have a telephone interview the shortlist candidates to make sure you are comfortable with their ability and you sell the company.

See the pre screen questions document to make sure you are getting the most out of this process

6. BUILD YOUR OWN REFERRAL NETWORK

Make sure you get the most out of your own network
Have a read of our referral networking document for more ideas

7. USE SOCIAL NETWORKS

Have a read of our social media for recruitment document for more ideas

8. BUILD YOUR OWN TALENT POOL

You should have a database of talent this you know to keep in touch with for your future recruitment needs. Some may be perfect for freelance.