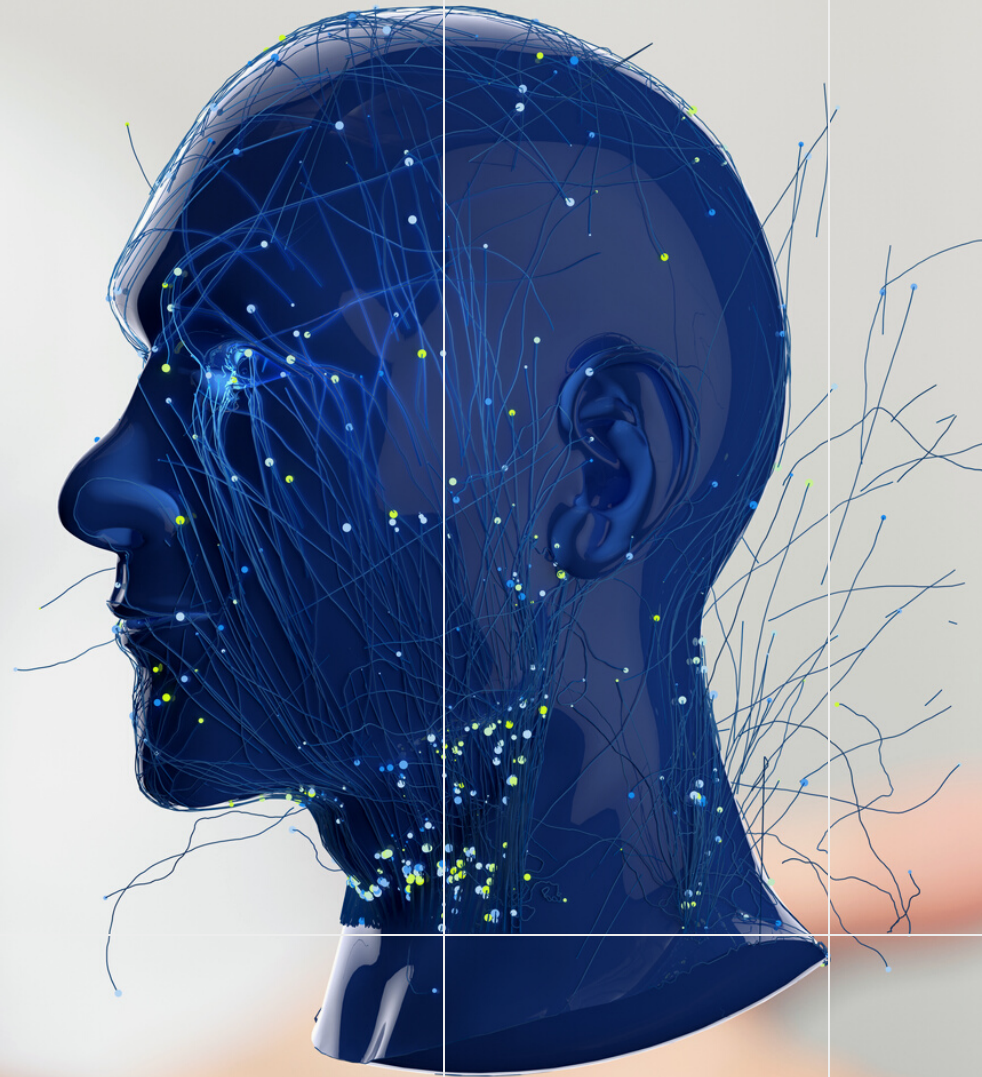


CANDIDATE EXPERIENCE

STRATEGIES FOR FUTURE SUCCESS

WWW.ABNRESOURCE.COM





WHY **CANDIDATE** **EXPERIENCE** MATTERS?

By creating an optimal candidate experience, your company can attract top candidates, strengthen and enforce your brand, and build company advocacy.

TALENT ACQUISITION IS A 3 STEP PROCESS



ATTRACTION

How the industry works together on this



CANDIDATE EXPERIENCE

Properly managed process & consistent assessment



RETENTION

How the industry works together on this

ALIGNMENT

It is essential to get a clear sense of both how you foresee the ideal candidate growing in the role that you're hiring for, as well as an understanding of the career aspirations of your potential hire. Getting a sense of both aspects will help you determine whether or not there is alignment between your preferred candidate and the company's goals.



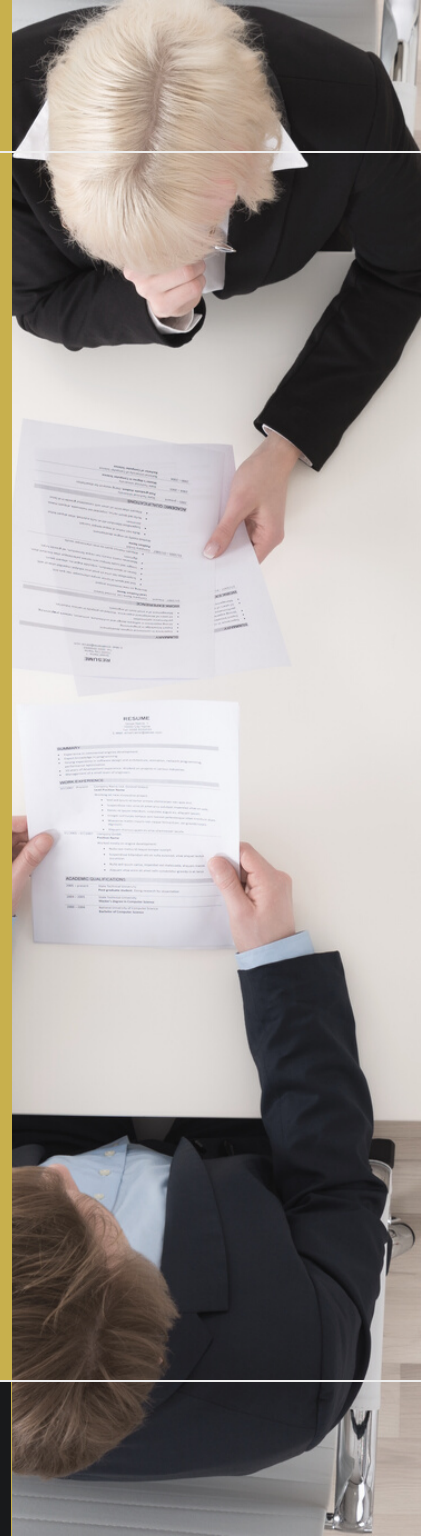
UNDERSTAND HOW
CANDIDATE'S ASPIRATIONS
FIT WITH THE JOB

WHAT **HIGH-QUALITY** **CANDIDATES** SEEK?

- Value alignment with who they are and what they believe in
- Ability to make a real difference
- Learning & development opportunities
- Mentorship & clear progression plan
- Workplace culture
- Collaborative teams
- Remuneration
- Challenging projects as an opportunity for a professional and personal growth

STANDARDISE THE INTERVIEW PROCESS

Standardized interviews provide consistent alignment by fostering a system for sharing information, feedback, and internal communications. It avoids confusion, and gives candidates a more consistent and positive experience.



SOME BASIC WAYS TO **STRUCTURE** **INTERVIEW**

Having a clear script with structured interview questions

Developing questions that focus on specific core competencies

Using a standardized rating scale

INCORPORATE BEHAVIOURAL ASSESSMENT

Behavioural assessment is particularly useful to assess a candidate's suitability for a role based on the required behavioural characteristics, aptitude, and personality. When used correctly, behavioural assessment can increase the chances of better hiring decisions, team cohesion, and employee retention.

**IT PAYS TO GET
THAT EXTRA
LEVEL OF
UNDERSTANDING!**

The cost of a bad hire is widely estimated to be three-time the employee's salary!



SELL YOUR WORKPLACE CULTURE



WORKPLACE CULTURE AS THE **#1 DRIVER** FOR ACCEPTING A NEW JOB

More and more frequently, we've been experiencing workplace culture cited as the #1 driver for accepting a new job, outweighing the more traditionally attractive benefits like pay and bonuses.

Workplace culture should be used as a tool in your hiring process to attract great talent.

- Ask around current employees to find out what they think the best aspects of your workplace culture are
- Conduct an internal survey so you can be armed with data on this, to showcase to your potential new employee.

KEEP UP THE MOMENTUM

- Be transparent about each step of the hiring process and its timeline, & keep candidates updated along the way
- Make sure you give enough time to your candidates to complete any additional tests and assessments as it is a significant request that involves their time commitment
- Provide directions and clear instructions, & make yourself available to answer any clarification questions they may have
- Ensure consistent communication
- Deliver honest feedback and results within agreed timescales as candidates appreciate specific information about their applications



PLAN AHEAD

Ensure you have a pool of talent outside of your organisation. Having a well-structured talent strategy in place is critical to eliminate the risk of the 'unknown'.

CONTACT US

ABN Resource are an experienced lubricant recruitment agency who can help you with your search for hard to find talent. Visit our website at www.abnresource.com.

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recruitment redefined