



5 Ways Performance-Based Recruitment Can Change the Way You Do Your Job

As a busy hiring manager or HR pro, you probably have a lot on your plate, so finding the perfect job candidates for each open position is tough. You might be swimming in a pile of resumes, or you could be having trouble attracting applicants at all. Whatever the case may be, changing your recruiting style could help improve your time to hire, cost-per-hire, not to mention your own stress level.

Here are some benefits to trying a unique solution called performance-based recruitment, in which you only pay for qualified candidates.

Your inbox will be less cluttered.

If you've posted a lot of jobs on numerous posting sites, you know that it's very easy to get overwhelmed with emails from job seekers, many of whom aren't even qualified for your open positions. Before you know it, many of them go unopened and unanswered because you simply don't have the time to read through them. With performance-based recruitment, you can control how you are notified, or choose to look at candidates in real time via an online portal. Translation? No unwanted emails for you.

You will have more time since pre-screening of applicants is done for you.

A good performance-based recruitment program will allow you to set criteria for the exact type of candidate you want so that you only receive qualified applications. That means you can focus on the good candidates who get in touch, and make a decision, rather than just fill seats from among a pool of less-than-stellar job seekers.

You can free up some budget.

If you've ever run job ads or worked with a full-fledged hiring firm, you know that it can get expensive, and you're not even guaranteed that it will be successful. With performance-based recruiting, you only pay for the candidates that are qualified, and you can set a cap on how many you'd like to receive. In other words, you're more in

control of how you use your hiring budget, and can ultimately reduce your cost-per-hire.

You can worry less about employer reputation.

Every time applications come in and go unanswered, that's a black mark on your company's employer brand. Getting in control of your talent search means that you can improve the way you communicate with prospective employees. You can build a talent pipeline so that even those you don't hire, or who are not ready to come on board, can stay in touch with you in case a closely match opportunity arises.

You can feel more organized.

Especially if hiring isn't your primary responsibility or if you have multiple spots to fill, it can be difficult to keep track of correspondence. Further complications arise when you're dealing with more than one job posting site or board. Simplify your life by having a performance based recruitment firm manage your campaigns for you, while giving you access to reporting and the ability to make tweaks at any time.

Often, who you hire can mean the difference between productivity or stagnation, growth or a loss of employee morale. With a more streamlined workflow, you can really hone in on your hiring, interviewing, and onboarding process that will ultimately reflect on your own job performance.

To find out more about how performance-based recruitment can work for you and your organization, contact us today.