

# Findhire Recruiting And Virtual Hiring System

Douglas H. Reynolds,John A. Weiner

**High-Tech High-Touch Recruiting** Barbara Bruno,2020-09-10 CATEGORY SILVER WINNER: Axiom Awards 2021 - Human Resources/Employee

Training Category Despite global economic conditions, companies are always looking to attract and retain the best talent. Unfortunately, almost 30% of US job seekers leave a new job within the first 30 days. Why? Many new recruiters rely too heavily on high-tech tools to attract candidates and may not have learned the fundamental relationship-building skills that help recruiters ensure that clients and candidates are a good match. High-Tech High-Touch Recruiting provides recruiters with an end-to-end process for recruiting the highest caliber talent who, after they are hired, will become engaged employees. While emphasizing the overall importance of building high-touch relationship-building skills, the book outlines how these can be blended successfully with high-tech tools such as AI-powered software applications to identify a large pool of qualified job candidates. Once you've identified candidates, the author cautions against the sole use of text and email communication and suggests that recruiters conduct a general interview in order to better ascertain whether a candidate is the best fit for the role. High-Tech High-Touch Recruiting comes with online resources including sample offer letters, recruiting scripts, job requisitions, interview scorecard, a listing of characteristics of best hires and guidelines for a 9-step telephone interview process.

**Hire With Your Head** Lou Adler,2012-06-12 Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process, this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position. Lou Adler's Performance-based Hiring is more powerful than ever! We have chosen Performance-based Hiring because it's a comprehensive process, it's behaviorally grounded, managers and recruiters find it easy to use, and it works. -Marshall Utterson, Director Staffing, AIG Enterprise Services, LLC Everyone's looking for the perfect means to make effective hiring decisions. A trained interviewer armed with the right tools is the best solution. Performance-based Hiring is a proven methodology to get these results. -John Ganley, Vice President and Chief Talent Officer, Quest Software Any staffing director that doesn't send all of their people through Performance-based Hiring training is missing out on top talent, plain and simple. This should be the standard throughout the industry. -Dan Hilbert, Recruiting Manager, Valero Energy Corporation Performance-based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not only produced amazing outcomes-in terms of selecting the best fit in an extremely tight labor market-but with a level of success among our operations customers that I have rarely seen with other HR products. -Trudy Knoepke-Campbell, Director, Workforce Planning, HealthEast(r) Care System

**Match** Dan Erling,2010-12-28 Hire the right person-every time! Why is it that so many companies accept mediocre hiring results as the norm? The answer is simple. It doesn't occur to them that, in fact, there is a process that virtually guarantees hiring the right person every time. To repeat: there is a process that virtually guarantees hiring the right person every time. That's what MATCH is about. Based on author Dan Erling's experience with best practices from over a thousand companies, MATCH gives you a rock solid, practical process for hiring. MATCH takes you step-by-step through the lifecycle of hiring, from developing a job description through interviewing and making the decision, to negotiating salary and onboarding the new hire Applicable tools, stories, and foolproof techniques are woven throughout to insure your mission critical objective is accomplished The author is well-known in the hiring and recruiting industry With MATCH, your hiring team will develop a systematic process that fits with the company's overall mission, giving your company the people it needs to succeed every time!

**Online Recruiting and Selection** Douglas H. Reynolds,John A. Weiner,2009-07-15 In Online Recruiting and Selection, Reynolds and Weiner provide an accessible introduction to implementing and operating Web-based tools for hiring in organizations. Discusses recent trends and their implications for new advancements in the field of technology-based hiring Explains key factors for developing an effective recruiting website, choosing the right assessment tools, and designing integrated talent acquisition systems Discusses issues such as the proper environment for deploying tests and other assessments, the implications of global access, and data security and privacy policies Reviews regulations and professional standards for measurement and personnel selection, including new rules governing the treatment of Internet job applicants, the Standards for Educational and Psychological Testing, and the Principles for the Validation and Use of Personnel Selection Procedures

**Success for Hire** Alexandra Levit,2008-05-01 The Recruiting Animal Award Winner 2008 for Best Book! It's coming: as early as 2010, the baby boomers will start retiring en masse, and employers large and small will be facing a nationwide brain drain. Will you be ready? The time to address your hiring issues is now. Many of the best practices for recruitment and retention aren't complicated—it's all just a matter of setting priorities and following a concrete process that will avoid poor hiring decisions and increased turnover. Success For Hire provides such a process. You'll learn from experts who have discovered what works and what doesn't, and you can benefit from case studies about companies who have successfully transformed their hiring processes. With these practical tools and cutting-edge strategies to guide you, you can eliminate guesswork from the hiring process. Your organization can minimize the turnover treadmill and be solidly competitive when others are scrambling to find talent.

**Virtual Recruiting** Lonnie Taylor, PH D,2021-01-11 Virtual recruiting describes an interview to hiring process that takes place without the necessity to

meet candidates face to face. Thanks to the internet and technology, recruiters can host video events, surveys, and assessments to evaluate the qualities and fit-to-hire applicants remotely.

**The Robot-Proof Recruiter** Katrina Collier,2022-08-03 The noise and transparency created by the internet makes it harder to recruit the right people. This second edition will help you become the recruiter that candidates trust and want to talk to. The Robot-Proof Recruiter shows you how to use a human-first approach to hiring that will help you grab and hold a candidate's attention better than a robot! It contains essential guidance on overcoming obstacles, including how to recruit without an existing online presence, how to work effectively with hiring managers to improve the outreach and candidate experience, and how to use technology to support the candidate's journey from initial outreach, through to application, successful onboarding, and later to alumnus. The second edition covers the unexpected impact of the COVID-19 pandemic on recruiting, and how using unique human qualities in conjunction with technology can enhance employer branding and candidate experience. Full of expert guidance, practical tips and updated case studies, this book explains what works, what doesn't and how you can stand out and recruit effectively. The Robot-Proof Recruiter is an indispensable book for all recruitment professionals and HR practitioners who want to recruit the right people for their organization.

**The Power of Proactive Recruiting** Henry Glickel,2014-12-29 This book is a step by step tutorial taking you through the hiring process. This book is a map through that jungle of a world out there we call hiring, with some recipes for some great snacks along the way. Not only will you be able to find your way through the maze, but you will be satisfied when you're at your journey's end. Henry takes you thru that process, step by step, and shows you the way with solid examples and illustrations, making each chapter very clear in terms of what must be done, the order in which it should be done and even consequences when we don't follow the road map (or the recipe for that snack along the way). -From the Foreword by John Sacerdote, President National Association of Personnel Services

**Executive Recruiting For Dummies** David E. Perry,Mark J. Haluska,2017-03-02 Tips and strategies to fill executive-level positions Recruiting for high-end executives requires a special skill-set, and Executive Recruiting For Dummies is here to help you add this niche talent to your arsenal. Whether you're an in-house human resources manager or a professional recruiter at a search firm, this friendly guide walks you through each step of filling that senior, executive, or other highly specialized position. This book covers the globalization of talent and the advantages of executive recruiting. It provides expert guidance on finding the right candidates, conducting hardy screening and interviewing processes, closing deals, and more. There are 10,000,000 businesses in America that hire at least one senior executive a year, and most turn to commissioning a third-party organization, such as an executive search firm. Rather than losing that next top-tier recruiting job, let Executive Recruiting For Dummies show you how to add this highly desirable and sought-after skill to your resume. Learn to recruit with precision Create a robust interview process Close the deal with a winning offer Find out how to work with professional recruiters Discover how to find the best talent and retain and attract clients with the help of Executive Recruiting For Dummies.

**The Complete Guide to Recruitment** Jane Newell Brown,2011-07-03 Recruiting the right people is one of the most important activities organisations can undertake. Getting it right can mean fast, healthy growth and the fulfilment of business goals; getting it wrong can mean heavy costs, sinking morale and stunted growth. The Complete Guide to Recruitment is a practical self-help guide to best practice in recruitment. With international case studies demonstrating how recruitment contributes to business success, it covers every aspect of the recruitment process including: developing an effective recruitment strategy; relationship building for long-term hiring; assessing and selecting candidates; designing the contract of employment; and creating a great place to work. Also incorporating a broad range of sample adverts, contracts and assessment tests which are available to download and edit, The Complete Guide to Recruitment is ideal for companies of all types and sizes who want to attract and retain top talent.

**Self-recruiter** John Crant,2009 As an industry manager, executive recruiter, recruiting & sales trainer, event speaker, and as VP of a nationwide system of recruitment offices, I have seen most every aspect of the hiring process and this varied insight is what provides the clarity you will find in this book. In these times, you really need to be your own specialist, your own career counselor, and your own recruiter: a Self-Recruiter. And I'll teach you how. You'll learn how to get your resume noticed and get that next interview. How to reach out directly to hiring managers and how to beat the other candidates that you are competing against. You'll learn how to build chemistry with anyone you meet. You'll learn how to negotiate a better offer with a better salary. I'll teach you how to avoid common traps in the Human Resources department. How to utilize the Internet resources available to you. How to plan for the unexpected and I'll teach you how to plan, set goals, and manage your job search.

**High Velocity Hiring: How to Hire Top Talent in an Instant** Scott Wintrip,2017-04-07 Win the war for talent by building an army of ready-to-deploy candidates An employee leaves and you post the open position. Resumes trickle in. You interview a few candidates. No one fits the bill. The next thing you know, three months have passed and that desk is still empty . . . Nothing drives business success like a staff of talented, productive employees. So why accept a hiring process that fails you time and time again? Well, there's one person who doesn't: Scott Wintrip. And in High-Velocity Hiring, he provides the tools and systems for creating a hiring process designed for today's fast-paced, talent-deficient landscape. Using the proven methods Wintrip has applied at some of today's more forward-thinking companies, you'll hire top employees faster—and smarter. High-Velocity Hiring replaces the

old, worn-out way of hiring with the simple but revolutionary approach of actively cultivating top talent before positions open. The old way is slow and inefficient. Wintrip's way is dynamic and proven-effective. You'll enrich and maintain a flow of high-quality candidates, harness this flow by identifying the most talented people, and channel it into a pool of ready-to-hire prospective employees. More than ever, hiring the best people requires foresight, planning, alertness, and decisive action. With High-Velocity Hiring, you have everything you need to seize the high-ground in the war for talent and maintain it for long-term growth and profitability.

Recruiting on the Web Michael Foster,2003-01-13 Recruiting on the Web is the most comprehensive and advanced guide to Internet recruiting available anywhere. It explains the best practices, creative ideas and recruiting tools used by the most forward-looking companies and professional recruiters to lower their recruiting costs, slash cycle time, and hire the very best candidates via the Web. Recruiting on the Web will help recruiters and Human Resources professionals plan a Web-based recruiting campaign to quickly fill a position with the right candidate. It will also help managers, executives, and small-business owners save thousands of dollars in advertising costs by taking charge of their own hiring process, using the power of the Web. Readers will learn to: Organize inexpensive but highly effective job posting campaigns Select, evaluate and post to the best niche job boards Work more successfully with Monster.com, HotJobs, CareerBuilder Find candidates hidden in companies, universities, and organizations Build a recruiting Web site Find great diversity candidates using the Web Build a Web-based employee referral system Build a Web-based college recruiting plan And much more

Hiring and Keeping The Right Employee Britney Givens,2021 Hiring the right person for the job at hand is important to the smooth operation of your business and to the morale of the other employees. There is nothing worse for you, your company, or the new person that is being hired than to find out that fit of person and personality to the job is just not going to work. The new hire will leave under less than optimal conditions, existing employees will begin to jump ship or you will be left with the unpleasant task of firing the person you just hired. Firing is probably the most painful conclusion for all the parties involved. The ability to hire the right person for the right job is not something most managers are born being able to do. It is a learned process that could take years to perfect. Along the way it is important to use the knowledge and experience of the people that have gone before you. Read articles on the art of hiring. Find classes on communications and interviewing tips. Learn all you can to become the person that can hire and keep the right people on a consistent basis. Not only is the process of hiring a complicated and time consuming task, but it can mean the difference between tranquility and disaster in your company. Hiring the wrong person for the job can snowball into existing employees becoming unsatisfied and choosing to move on. It could result in loss of customers or clients. The wrong person can mean that you have to start the hiring process all over again (only multiplied). To avoid the hire then fire syndrome, you need to take steps to ensure the person you choose for the position is a right fit. In order to stay on target you need to be prepared, be sure to understand the position and the other people, use all the tools available to you, and understand the interview process from top to bottom. You have to be willing to invest time and money into the pre-screening process, the interview and the final evaluation. The hiring process might be expensive, but it is nothing compared to the expense of training a new employee only to have that employee quit (or to have other existing employees walk away) with little or no notice. The hiring process is an art and a science that can no be rushed. It is not something that should happen on a whim. It can take quite a bit of time and effort to prepare properly for a round of interviews. It is important that you start as early as possible so you don't get caught in a time crunch. Rushing a decision is what leads most people into making the wrong choice. When it comes to hiring, patience and preparation are invaluable tools. There are basically ten steps that you should follow when you are in need of a new employee – either for an existing position or for one that is being created within the company. These steps are designed to help you identify the right person for the position and follow up with ways to keep the same employee for the long term.

The Effective Hiring Manager Mark Horstman,2019-09-24 Essential hiring and team-building lessons from the #1 Podcaster in the world The Effective Hiring Manager offers an essential guide for managers, team leaders, and HR professionals in organizations large or small. The author's step-by-step approach makes the strategies easy to implement and help to ensure ongoing success. Hiring effectively is the single greatest long-term contribution to your organization. The only thing worse than having an open position is filling it with the wrong person. The Effective Hiring Manager offers a proven process for solving these problems and helping teams and organizations thrive. The fundamental principles of hiring and interviewing How to create criteria to hire by How to create excellent interview questions How to review resumes How to conduct phone screens How to structure an interview day How to conduct each interview How to capture interview results How to make an offer How to decline a candidate How to onboard candidates Written by Mark Horstman, co-founder of Manager Tools and an expert in training managers, The Effective Hiring Manager is an A to Z handbook to the successful hiring process. The book explores, in helpful detail, what it takes to hire the right person, for the right job, and the right team.

*Become a Recruiter* A S NITIN,2023-01-01 This comprehensive book on talent recruiting and hiring provides a step-by-step strategy for employers and recruiters to understand and meet the preferences and expectations of individuals. It addresses the issues of outdated recruitment techniques, question patterns, poor screening, and ghosting candidates that negatively impact the reputations of firms. In the era of COVID and mass layoffs,

people's expectations have changed rapidly, and employers must keep up with these changes. Recruiters sometimes struggle to communicate with candidates due to fear of rejection or rude behavior. To overcome these challenges, it is crucial to grasp the fundamental recruitment terms and differences and devise a strategic sourcing and selection plan. This book delves into practical experiences, professional approaches, and effective communication methods for successful candidate recruitment. By understanding the basic terminology and individual unique approaches, recruiters can optimize their strategy for successful hiring. Some of the following topics are covered in this book: Basic terms of recruitment and their differences. Recruitment procedure Qualities of being a recruiter LinkedIn networking and hiring Best follow-up practices Some interesting, unique case studies of hiring candidates you haven't heard of A recruiter has a career. Interview tips for recruiters And much more. What will you learn in this book? Contemporary methods for approaching and engaging candidates in the recruitment process. Effective email communication with follow-ups Brand identity: increase followers and referrals Stay competitive and rank in the business market Employer reputation management Who should read or have this book? MBA Colleges in HR Management HR Training Institutes HR Professors Recruitment Agencies Business owners and C-level executives Anyone who is interested in learning the basic fundamentals of recruitment

*How to Hire A-Players* Eric Herrenkohl, 2010-03-11 How to find great employees, make great hires, and take your business to the next level It is always easy to find people who want a job, but it's never easy to find and hire A-players. In *How to Hire A-Players*, consultant Eric Herrenkohl shows owners, executives, and managers of small and medium-size businesses where and how to find A-player employees. It is these individuals who will help keep quality high and growth and profits strong. Herrenkohl explains how to use your existing marketing, sales, and networking efforts to find top candidates. He provides current examples of companies that consistently hire A-players without big recruiting departments as well as step-by-step explanations for making these strategies work in your own company. Shows you how to find and hire top employees. Ideal for owners of small businesses, executives and managers of large businesses, as well as corporate recruiters and HR specialists who need new ideas Herrenkohl's client list includes privately held businesses in over 50 industries as well as big corporate names like Bank of America, Edward Jones, and Northwestern Mutual Life A-player employees are the life blood of any growing business. This handy hiring guide shows you where to look, what to ask, and who to hire to boost your business today

**Talent Selection and Onboarding Tool Kit: How to Find, Hire, and Develop the Best of the Best** Erika Lamont, Anne Bruce, 2014-06-27 The Quick Guide to Recruiting and Onboarding Top Talent In the war for talent, the last company standing is always the one that finds the best employees and integrates them quickly and effectively into the organization. This quick-access guide provides the tools and strategies you need to select, recruit, interview, and onboard every kind of employee—from Next-ers and Millennials to baby boomers and nontraditional workers. Packed with strategies, tactics, and tips you can start putting to use right away, *The Talent Selection and Onboarding Pocket Tool Kit* gives you instant access to create a powerful workforce that will launch your company to the top. *Talent Selection and Onboarding Tool Kit* contains: Step-by-step onboarding techniques Quizzes and exercises Informative tables Chapter summaries and takeaways

Mastering the Art of Recruiting Michael Travis, 2015-01-16 A priceless resource for seasoned as well as first-time executives, this is the playbook that explains how to recruit better people and build stronger, more effective teams. Executives are highly motivated to get better at hiring because they know the ability to consistently identify and recruit the right people is critical to the success of their businesses—and their personal advancement. But hiring people isn't taught in business schools or executive development programs. This book provides the sorely needed and essential practical instruction that executives are not receiving elsewhere, supplying a step-by-step guide for those who want to excel at attracting and identifying talent. Covering everything from the basics of defining a job to the intricacies of managing internal politics, this no-nonsense book provides a clear roadmap through the often-daunting and pitfall-laden recruiting process. In addition to explaining how to get it right, the book provides the information and guidance readers need to identify and fix the most common problems that doom hiring efforts to failure. Debunking the idea that some people are just great recruiters and some aren't, the author clearly identifies the steps that anyone can take in order to master the art—and science—of recruiting.

**High Tech and High Touch** James E. Coverdill, William Finlay, 2017-11-15 In *High Tech and High Touch*, James E. Coverdill and William Finlay invite readers into the dynamic world of headhunters, personnel professionals who acquire talent for businesses and other organizations on a contingent-fee basis. In a high-tech world where social media platforms have simplified direct contact between employers and job seekers, Coverdill and Finlay acknowledge, it is relatively easy to find large numbers of apparently qualified candidates. However, the authors demonstrate that headhunters serve a valuable purpose in bringing high-touch search into the labor market: they help parties on both sides of the transaction to define their needs and articulate what they have to offer. As well as providing valuable information for sociologists and economists, *High Tech and High Touch* demonstrates how headhunters approach practical issues such as identifying and attracting candidates; how they solicit, secure, and evaluate search assignments from client companies; and how they strive to broker interactions between candidates and clients to maximize the likelihood that the right people land in the right jobs.

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