

# Recruitment

Mitch Sullivan

Recruitment K. A. Riley,2019-03-26 In the middle of a brutal foreign invasion, Kress and her friends are all that's left of their isolated mountain town. When Kress and the other 17-year-olds are taken away by the Recruiters to aid in the war, they find themselves in a military training camp that's turning more mysterious and deadlier by the day.

**The Future of Recruitment** Franziska Leutner,Reece Akhtar,Tomas Chamorro-Premuzic,2022-03-11 The Future of Recruitment explores how to use technology ethically to tackle past issues and future developments in recruitment, helping define new directions and values for a future of recruitment that serves society, employers, and job seekers alike.

*On Recruitment* Mitch Sullivan,2017-12-07 This book will be appreciated by people who don't ever need to be involved in the hiring of a new staff member. Everybody has to work in recruitment at some point in their life – even if it's only to find a job. Mitch Sullivan has experienced recruitment from a number of different perspectives – not least those of a hiring manager and a job seeker. He's spent nearly 30 years in the industry – in agencies, in large corporates and as a recruitment copywriter. His blogging style has been described as “three cords and the truth” – partly because each blog generally takes less than a couple of minutes to read and partly because of the unapologetic sarcasm (or wit if you're feeling generous) he uses to deliver this honesty. This book is a collection of some of the 160 blogs he's written on recruitment, covering areas of the industry as diverse as agency culture, retained recruitment, assessment, employer branding, job advertising, the candidate experience and even employee engagement.

Recruitment for Insurance Agency Building Gordon Hoo,2021-09-20 This book unveils the secrets of cultivating long-term recruitment success for agency building. It contains eight time-tested, principle-driven heart truths that are key to building a productive, enduring agency. This book will inspire current and new generations of agents and managers to truly build agencies that last and thrive.

*The Robot-Proof Recruiter* Katrina Collier,2019-08-03 FINALIST: Business Book Awards 2020 - HR & Management Category In a world of work where recruiters are constantly hearing that their role is at risk from AI, robotics and chatbots, it has never been more important to effectively attract and recruit the right people. Leveraging the power of social media and digital sourcing strategies is only part of the solution, and simply posting a job or sending a LinkedIn InMail is no longer enough. The Robot-Proof Recruiter shows you how to use the tools that reveal information that can be used to grab a potential candidate's attention among the overwhelming volume of material online. Full of expert guidance and practical tips, this book explains what works, what doesn't, and how you can stand out and recruit effectively in a world of technology overload. The Robot-Proof Recruiter will enable you to become the recruiter that candidates trust and the one they want to talk to. 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 candidate experience, and how to use technology to support the candidate's journey from initial outreach, to application, to employee, and through to alumnus. This is an indispensable book for all recruitment professionals and HR practitioners who want to recruit the right people for their organization.

**Handbook of Strategic Recruitment and Selection** Bernard O'Meara,Stanley Petzall,2013-12-10 This theory-based text with unique features that distinguish it from other books in the field. The inclusion of a strategic component differentiates it from most other books. However, the application of systems theory to recruitment and selection sets this book apart. While it includes mainstream topics such as interviews, job analysis and question

The Oxford Handbook of Recruitment Kang Yang Trevor Yu, PhD,Daniel M. Cable, PhD,2013-11 This handbook includes the most up to date, evidence-based, and comprehensive coverage of recruitment and retention, as written by the top leaders of recruitment research in the world.

*Successful Interviewing and Recruitment* Rob Yeung,2010-11-03 Plenty of managers know how to interview but few can interview well. Successful Interviewing and Recruitment teaches you how to structure the interview, spot exceptional candidates and hire only the best who will add value to your business. Guiding you towards questions to ask as well as questions not to ask, you will learn how to challenge candidates while treating them fairly, so that the best candidates will want to work for you. Based on proven techniques, this book tells you how to put a candidate at ease, helps you to construct competency-based questions, shows you how to identify liars and helps you to design practical tests to measure candidates abilities. Packed with practical information for anyone from the owner of a small company to managing director of an international business, it is an indispensable guide that will help you to choose the right person for the job.

**Recruitment and Retention in the Armed Forces** Great Britain: National Audit Office,2006-11-03 This two volume NAO report examines the recruitment and retention of armed forces personnel. As of July 2006, the trained strength of the armed forces stood at around 180,690, with an estimated shortfall of 5,170 against the Departments requirement. Overall the armed forces are not in manning balance, with the figures masking a wider shortage of trained personnel within a range of specific trade groups across all three services. All three services expect to be within manning balance by April 2008, though historically the services have consistently run below the full manning requirement. The NAO has identified 88 operational pinch point trades where there is insufficient trained strength to perform operational tasks. The report sets out a number of conclusions and recommendations, including: that the Department should review overall manning requirements within individual operational pinch points and also develop guidelines on the expected levels of voluntary outflow for individual operational pinch points; regular surveys of personnel should be carried out, focusing on factors that reduce retention; the Department should also assess the impact of the work/life balance and the extent to which breaches of individual harmony may be understated; further, the Department should look to investigate measures to provide greater stability and certainty of work patterns for personnel between operational deployments; also that a cost effective analysis should be conducted on the payment of financial retention incentives and the impact on decisions to continue serving in the armed forces; the Department should also review the scope of schemes which provide opportunities to offer competitive salaries, and consider the recruitment to a wider range of trades than is currently the practice; the Department should also develop a clear order of priority for the wide range of long-term projects it has planned and commit to firm timescales and funding programmes for the most important. A companion volume (HC 1633-II, session 2005-06, ISBN 0102943575) is available separately which contains case studies and detailed survey results.

**Social Media Recruitment** Andy Headworth,2015-05-03 As the recruiting landscape changes, different methods are needed to attract talent, and social media is a key channel. However, many HR and recruiting professionals are not equipped with the knowledge and understanding to create a social media recruiting strategy. Social Media Recruitment combines practical guidance with case studies and insights from industry thought leaders to provide a full understanding of what social media means for HR and recruitment and how to successfully integrate and use it. In a series of easy-to-follow chapters and manageable steps, Social Media Recruitment covers the essentials from the beginning to the end of the process, including: how to implement a social media strategy; the crossover between HR, recruiting and marketing; measuring ROI; HR policies and procedures needed; big data and HR; using technology in recruiting, such as video interviewing; social media as an internal collaboration and communication tool across companies; how social media will impact recruiting and HR in the future. Ideal for all HR and recruitment professionals, and anyone responsible for talent strategy, Social Media Recruitment focuses on devising and implementing a social media recruitment strategy that works for your organization and is aligned with your recruitment objectives.

People as Merchandise Josef Kadlec,2013-05-13 DO NOT READ THIS BOOK UNLESS YOU WANT TO BECOME A WORLD-CLASS HEADHUNTER If you want to make significant improvements in your recruitment results and become a member of the top, world headhunters, follow this unorthodox LinkedIn recruitment guide. So-called 'social recruitment' is an inevitable trend in today's recruitment business, and LinkedIn is simply the main part of it. This book reveals many shortcuts and tricks everybody was afraid to unleash, including: How to uncover any full LinkedIn profile view without upgrading to premium How to override the limit of LinkedIn invitations How to search through LinkedIn groups you cannot join How to use search engines to scan LinkedIn for candidates How to automate candidate sourcing How to track the steps of your competition on LinkedIn No matter if you are a recruiter, headhunter, HR personnel, entrepreneur or startuppreneur, this book will help you to: Dramatically increase the efficiency of your recruitment activities Skyrocket the volume of reachable candidates Significantly cut costs of hiring new employees People as Merchandise, with its no-nonsense pragmatic approach, is an indispensable tool for today's recruitment professionals and entrepreneurs. -- Barbara Corcoran, founder of The Corcoran Group, author, and investor on ABC's Shark Tank Josef's book excels where others fail. I highly recommend it to any HR and staffing

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**Recruiting and Retaining Individuals in State Transportation Agencies** Thomas R. Warne, National Cooperative Highway Research Program, 2003 TRB's National Cooperative Highway Research Program (NCHRP) Synthesis Report 323: Recruiting and Retaining Individuals in State Transportation Agencies examines various state and Canadian province departments of transportation (DOT) employee recruiting and retention strategies, and highlights those practices that might have the greatest potential for success and implementation in other DOTs.

**The Hiring Prophecies** Andrew LaCivita, 2015-05-05 A ten-year study by milewalk, which included more than ten thousand employees and two hundred companies, surfaced the hidden reasons why employers have difficulty hiring and retaining top talent. A job candidate's often faulty decision-making approach coupled with short-term emotions and other external influencers exacerbate an already-systemic issue regarding how employers evaluate job seekers. Companies will struggle with these challenges until they fully understand and account for the real reasons they have difficulty recruiting the right resources. In *The Hiring Prophecies: Psychology behind Recruiting Successful Employees*, a milewalk Business Book, learn a proven recruitment methodology that counteracts these ever-present challenges when evaluating job candidates. Once employers understand and implement the methods that address the true predictors of recruiting and retention success, they will be on their way to hiring employees who stay!

**The Complete Guide for Recruiting and Hiring Executives** Thomas Jacobson, 2008-05 The Complete Guide for 'How to Attract Superstars' Recruiting & Hiring Executives Public Boards make many important decisions, but none more important than hiring a chief executive officer. Hiring a new executive officer is the most important decision a board will ever make. That decision should not be left to chance, it takes a great amount of preparation and work to recruit, hire, and select a new executive officer. THE COMPLETE GUIDE FOR RECRUITING AND HIRING EXECUTIVES How to Attract Superstars is a step-by-step guide on how to identify, attract and hire your next executive officer. Thomas Jacobson, CEO of McPherson & Jacobson L.L.C. has prepared a practical guide on how to identify, recruit, and hire not just your next executive officer, but one who is a superstar. In this book he has outlined how to: Identify the qualities your board wants in your new executive officer Assess the expectations of your stakeholders Develop appropriate promotional material to attract top candidates Advertise the vacancy to reach the best applicants Actively recruit quality candidates Develop the application procedures Screen candidates and conducting background checks Develop interview procedures & appropriate interview questions Establish interview and visitation schedules Establish annual performance objectives for the new executive officer Conduct a six-month and one-year evaluation of the new executive officer McPherson & Jacobson L.L.C., Executive Recruitment and Development, was founded in 1991 and is recognized as one of the top executive recruitment firms in the nation. Since its inception McPherson & Jacobson L.L.C. has assisted hundreds of public boards hire top level executives. They have developed a time tested and proven protocol that is outlined in this book. If any public board follows the steps outlined in this book they will be able to conduct a successful search of an executive officer.

**Opportunities and Challenges in Teacher Recruitment and Retention** Carol R. Rinke, Lynnette Mawhinney, 2019-05-01 Opportunities and Challenges in Teacher Recruitment and Retention serves as a comprehensive resource for understanding teachers' careers across the professional lifespan. Grounded in the notion that teachers' voices are essential for understanding teachers' lives, this edited volume contains chapters that privilege the voices of teachers above all. Book sections look closely at the particular issues that arise when recruiting an effective, committed, and diverse workforce, as well as the challenges that arise once teachers are immersed in the classroom setting. Promising directions are also included for particularly high-need areas such as early childhood teachers, Black male teachers, STEM teachers, and urban teachers. The book concludes with a call for self-care in teachers' lives. Chapter contributions come from a variety of contexts across the United States and around the world. However, regardless of context or methodology, these chapters point to the importance of valuing and respecting teachers' lives and work. Moreover, they demonstrate that teacher recruitment and retention is a complex and multifaceted issue that cannot be addressed through simplistic policy changes. Rather, attending to and appreciating the web of influences on teachers' lives and careers is the only way to support their work and the impact they have on our next generation of students.

**The Professional Recruiter's Handbook** Jane Newell Brown, Ann Swain, 2012-07-03 As recruitment becomes ever more important to a business achieving its corporate objectives, recruiters must raise their game, delivering new and innovative solutions while also doing their job well and achieving the results needed for their clients and candidates. The Professional Recruiter's Handbook, second edition, is a complete guide to achieving success in recruitment. The authors explore the techniques used by the most successful recruiters, both agency and client-side, to understand what creates excellence in recruitment. Containing up-to-date practical advice on attracting the right candidates and finding and retaining new clients, it explains how to develop a recruitment strategy to ensure the recruitment professional can successfully fulfil the roles taken on. The book is supported by numerous case studies and interviews with recruitment professionals.

**Global Perspectives on Recruiting International Students** Belal Shneikat, Cihan Cobanoglu, Cem Tanova, 2021-06-01 Although many countries have created effective strategies to recruit more international students due to proven economic and social benefits, recruiting international students as a field of research lacks coherence. Filling this gap, this book provides a holistic and comprehensive overview of this emerging research area.

**The Savage Truth** Greg Savage, 2022-01-01 The Savage Truth is the story of Greg Savage, his stellar career in recruitment and the lessons he has learned on leadership, business and life over a career spanning four decades. The Savage Truth is a must-read for next generation leaders and lovers of business biography. It is a book in two parts. The first part covers Greg's early life - the people and events that shaped him - and follows his career path, which took him from his hometown of Cape Town around the world before settling in Sydney, Australia. He gives an honest, open, often humorous account of his experiences, which reflect how much business has changed over the past 40 years. In the second part of the book, Greg distills his learnings into guidance and advice for his successors in the recruitment industry and, more broadly, to anyone working in business. He covers topics including building a personal brand, negotiating fees and margins, people leverage, performance management, 'Savage' leadership skills and preparing for exit towards the end of your career. Throughout his fascinating career, Greg has learned countless lessons in leadership, business and in life. One of his greatest achievements is his success as a communicator. Greg is one of the most highly respected voices across the global recruitment and professional services industries, speaking regularly to audiences around the world. An early adopter of social media for recruiters, Greg's industry blog, The Savage Truth ([gregsavage.com.au/the-savage-truth](http://gregsavage.com.au/the-savage-truth)), is a must-read in the recruitment industry. In November 2018, he was named one of LinkedIn's 'Top Voices'.

**Fanatical Military Recruiting** Jeb Blount, 2019-03-05 Military Recruiting is a war. It's just a different kind of war than what you were prepared and trained to fight for. Recruiting is a war for talent. Smart, competent, and capable people are rare and in high demand. Every organization, from commercial enterprises, healthcare, non-profit, sports, and education, to the military is in an outright battle to recruit and retain these bright and talented people. Rather than bullets and bombs, the war for talent is won through high-impact prospecting activity, time discipline, intellectual agility, emotional intelligence, and human to human relationships. On this highly competitive, ever changing, asymmetrical battlefield, to win, you must operate at a level of excellence beyond anything asked of military recruiters before. Yet, in this new paradigm, many recruiters are struggling, and most recruiting units are staring down the barrel at 50 percent or more of their recruiters consistently missing Mission. It is imperative that we arm military recruiters with the skills they need to win in this challenging environment. The failure to make Mission is an existential threat to the strength and readiness of America's fighting forces and our democracy. Fanatical Military Recruiting begins where the Recruiting and Retention colleges of the various branches of the military leave off. It is an advanced, master's level training resource designed specifically for the unique demands of Military Recruiting. In FMR, you'll learn: The Single Most Important Discipline in Military Recruiting How to Get Out of a Recruiting Slump The 30-Day Rule and Law of Replacement Powerful Time and Territory Management Strategies that Put You in Control of Your Day The 7 Step Telephone Prospecting Framework The 4 Step Email and Direct Messaging Framework The 5 C's of Social Recruiting The 7 Step Text Message Prospecting Framework How to Leverage a Balanced Prospecting Methodology to Keep the Funnel Full of Qualified Applicants Powerful Human Influence Frameworks that Reduce

Resistance and Objections The 3 Step Prospecting Objection Turn-Around Framework Mission Drive and the 5 Disciplines of Ultra-High Performing Military Recruiters In his signature right-to-the-point style that has made him the go-to trainer to a who’s who of the world’s most prestigious organizations, Jeb Blount pulls no punches. He slaps you in the face with the cold, hard truth about what’s really holding you back. Then, he pulls you in with stories, examples, and lessons that teach you exactly what you need to do right now to become an ultra-high performing recruiter. Fanatical Military Recruiting is filled with the high-powered strategies, techniques, and tools you need to keep your funnel packed with qualified applicants. As you dive into these powerful insights, and with each new chapter, you’ll gain greater and greater confidence. And, with this new-found confidence, your performance as a military recruiter will soar and you will Make Mission, Fast.

**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.

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