

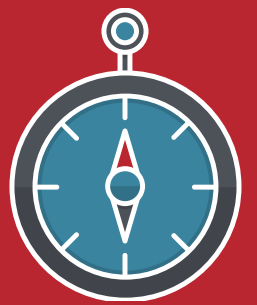
10 Ways to Recruit Top Talent

Incorporate these best practices to secure the talent you need.



1. Be proactive. In a world competing for the best quality talent, you must have a clear strategy in place.

2. Align HR, Talent Acquisition, and Hiring Managers. Agree on goals & the realities of the talent market today.



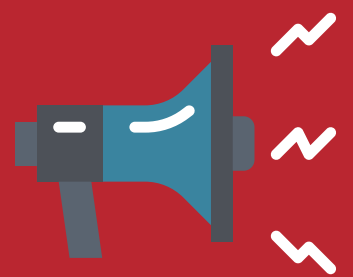
3. Identify key positions you need to fill. And then determine what those types of employees value.

4. Create an Employee Value Proposition based on those values. Ensure your EVP is unique, realistic, & true to your company.



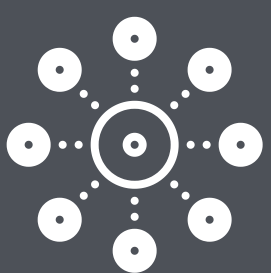
5. Optimize your talent acquisition model. Decide which type best suits your organization: Enterprise, Project, or Blended.

6. Promote your EVP. Use social media & other digital tools to reach your targets.



7. Broaden your candidate pool. Consider remote talent or candidates who have the soft skills needed but can be trained on the hard skills.

8. Evaluate tools & technology. Optimize your TA strategy & implement a plan for adoption.



9. Diversify your sourcing channels. Leverage an Employee Referral Program, social sourcing, job board resume databases, sourcing software, & re-engaging candidates in your ATS.

10. Train everyone who has a role in recruiting. Educate them on the strategy, tools, & EVP. Be available for questions & schedule check-ins.

