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Skills to make an Elite Recruiter

About 10% in the room had 100+reqs

Need Technology

Adequate Resources

Competency/skills

Commitment by fact and continuous improvement

Must be disciplined

Recruiter Competency and skills self assessment on healthcare source website free download

Create a scorecard-quality of hire, responsive

5 Best Practices of Elite Recruiters

- 1) Understand what your customer wants/needs and manage and market
 - a. Conduct an intake session to sell candidates on opportunity, screen the candidate, source high quality candidates, set SLA
 - b. Proactively start recruiting even before a req comes for higher availability, core job families
- 2) Define the need, set SLA and communication rhythm
- 3) Leverage centers of influence
- 4) Sprint through the day. Find out their motive to move to action or call you back. What can your competitors offer and what is it you can offer differently?
- 5) Reflect on the day and celebrate successes

Summary

Do Time Based Planning, hour to hour