

ARE YOU OVER-INTERVIEWING CONTRACT HIRES?



It's understandable that companies would want to be as thorough as possible in their recruitment efforts before extending an offer, but at what point does a prolonged interview process start to do more harm than good?

UNDERSTANDING THE MARKET

Candidates will be...

Readily available



Simultaneously interviewing with multiple companies

Highly-motivated to secure employment

TIME KILLS ALL DEALS

Every step that unnecessarily extends the hiring process may result in...

CANDIDATE ACCEPTING AN OFFER ELSEWHERE



NEGATIVE REVIEWS OF THE COMPANY TO BE SPREAD THROUGHOUT THE MARKET



YOUR INTERNAL TEAMS TO CONTINUE OPERATING SHORT-HANDED



FROM JOB DESCRIPTION TO PLACEMENT THE AVERAGE CONTRACT POSITION SHOULD BE FILLED WITHIN

2 WEEKS 

THE TIME IT TAKES TO FILL A DIRECT HIRE POSITION WOULD BE DOUBLE THAT TIME, AVERAGING AT

4 WEEKS 

CONTRACT HIRE BEST PRACTICES

SCREEN SMARTER

Begin with a phone interview to determine if a face-to-face is necessary.



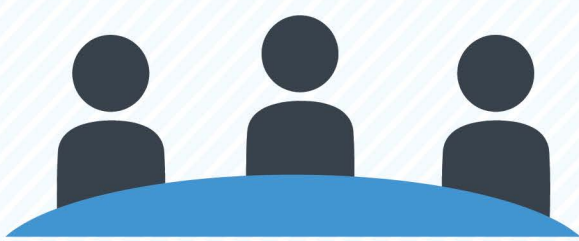
CONDUCT PRACTICAL ASSESSMENTS

A face to face interview can entail a project simulation to gauge skill sets.



CONSIDER PANEL INTERVIEWS

Encouraging all hiring decision makers to meet a candidate in a single visit expedites the consensus.



PLAN FOR SUCCESS

Hiring manager should have a timeline that enables them to immediately move from interview to offer stage once a promising candidate is identified.



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