



MorePeople

Top Tips For Recruitment

Remember that there is a war for top talent. In this 'arms race' you need to do all you can to outdo your competition.

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1

Take candidates on a journey

During the interview process, take the time to take candidates on a journey to show where their careers can go.

2

It's a two way process

Remember that the interview is very much a two-way process. The candidate is interviewing you as much as you are interviewing them.

3

Consider different generations

Consider the different generations and their varying values/priorities:

- Gen Z – those born 1997-2012 (so they are between 10 and 25)
- Millennials – born between 1981-1996 (so they are 26-41 years old)
- Gen X – 1965-1980 (so they are 42-57 years old)
- And finally, Boomers 1955-1964 (58-67 years old)

Each of these generations, and their approaches to work and how they choose their employer will be very different. Do you know your own company make-up and what makes people tick? (For reference, MorePeople is 50% Millennial, 4% Boomer, 8% Gen X and 38% Gen Z. This balance will evolve over time and so will their priorities).

4

Sell your story

Does your website and social media presence sell a story and give a flavour of what life is like at your company? Are you perhaps conspicuous by your absence in these arenas?

5

Be creative with benefits

When looking at compensation and benefits, remember that not everyone is making their decision based on money. And that not every 'benefit' has to come at a massive expense to the company. There are plenty of ways to get creative.