

# our randstad approach to recruitment.

5 steps to successful staffing



partner for talent.

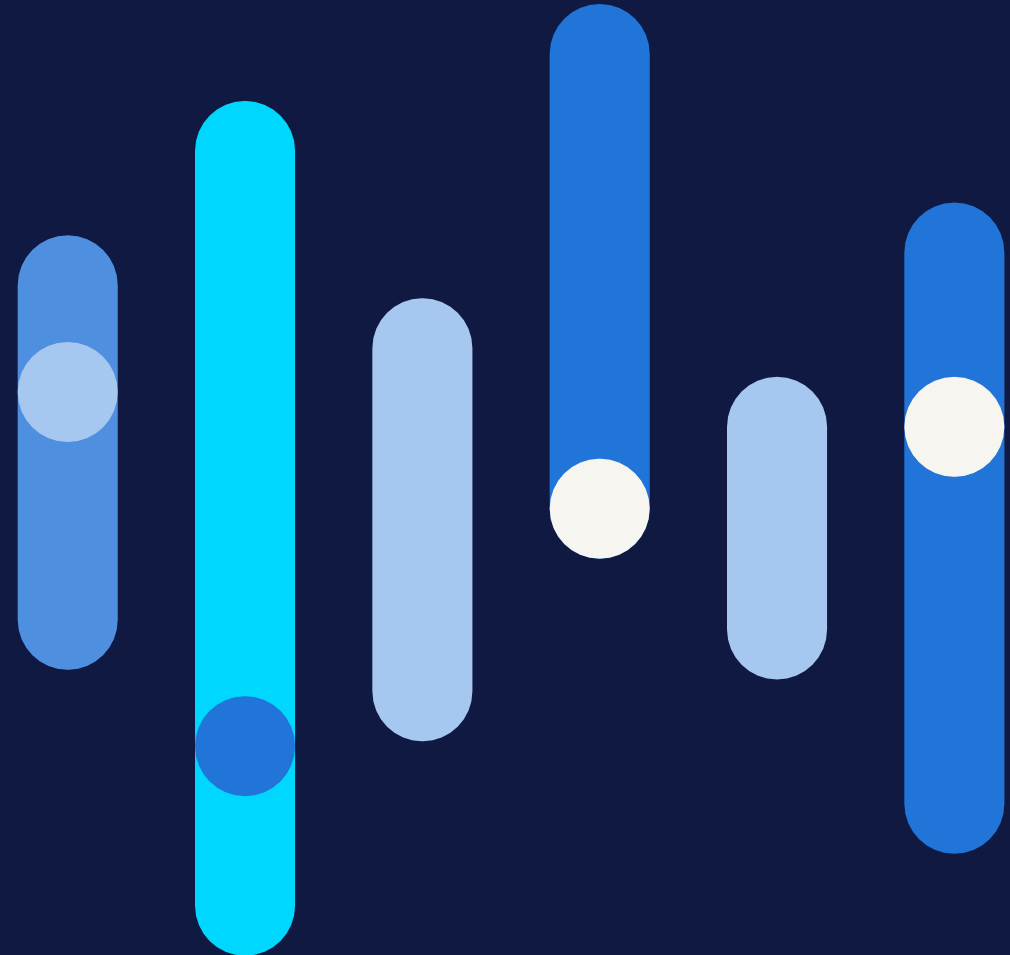
# introduction.

The key steps in the Randstad recruitment process - from understanding the needs of our clients and candidates through to onboarding and post-hire follow-up - show what makes our approach unique.

When you have staffing requirements that need to be met as quickly and efficiently as possible, the best course of action is to team up with an experienced, knowledgeable HR partner that can give you rapid access to the right talent.

Randstad has over 60 years of experience as the global leader in the HR services industry. Our approach to recruitment - which focuses on specialisation, is to become the world's most equitable talent company.

This short guide provides further insights into what makes our approach unique. It looks at the various stages of our recruitment process and how each one blends tech and human insights to deliver the best results for both the client and for jobseekers.



# 1. understanding.

Our approach to recruitment always starts with understanding. Every employer and employee is unique, so we attach a lot of importance to getting to know each business and individual we work with. This foundation of understanding is essential to ensure that we find and recommend candidates who are the right fit for the role, for your company culture and for the colleagues they will be working with.

A Randstad consultant will visit your business in person, if possible, to meet line managers, team members and other relevant people to get the insights they need to find the right talent. This helps them to ensure potential candidates are fully informed about your company, the role and the people they will be working with.

Your consultant will look for answers to questions such as:

- how is the company structured and how does your recruitment process work right now?
- what exactly do you need additional staff for and what is the wider business context of this need?
- what are the specific requirements of the roles you're recruiting for?
- do you need staff to complete a specific project or to handle a temporary increase in workload?

Having this understanding enables us to plan the most effective and relevant route forward to find the right people for your business. The recruitment process will be tailored to reflect the unique characteristics and requirements of your company, such as your size, whether you want to outsource your entire recruitment function or just part of it, and how much involvement you want to have at each stage.



## 2. sourcing.

A strong understanding of your business is critical to effective talent sourcing, which generally starts with an examination of our existing pool of available workers. This is why it can be beneficial to work with a large staffing company that has an extensive talent network to draw from.

If a suitable candidate is not already available in our database, we use our labour market insights in combination with a range of tools, to determine the difficulty of filling specific roles. One method we use involves analysing all of the job ads currently live in a certain area, which can help you understand levels of competition for particular skills and profiles. With our data insights, we can also identify the best advertising channels to connect with the right candidates. Furthermore, we provide access to a powerful talent engine in the form of our various websites, as well as [Monster](#), one of the largest job boards.



# 3. pre-selection and assessment.

Closely linked to the sourcing stage are the pre-selection and assessment phases, where our consultants will narrow down the range of appropriate candidates and conduct assessments to identify those who can be put forward as the best fit for your company.

This starts with a thorough pre-selection process, during which we - based on our understanding of your key requirements and goals - start to identify suitable applicants. This pre-selection process can be expedited with technologies like chatbots, which can make pre-screening much quicker and more efficient. These tools can also provide instant responses and answers to questions - from applicants and employers - at any time of the day.

We then conduct interviews early on, partly to draw clearer conclusions about individuals and their personality. This is an important part of every assessment, but can prove particularly valuable if you're looking to make a long-term hire.

Again, technology has a critical role to play at this stage. We often use [Modern Hire](#) to capture video of interviewees talking and presenting themselves, which can then be provided to the client.





There is also a live option that gives you the option to speak to applicants in real time and ask them some key questions early in the assessment process.

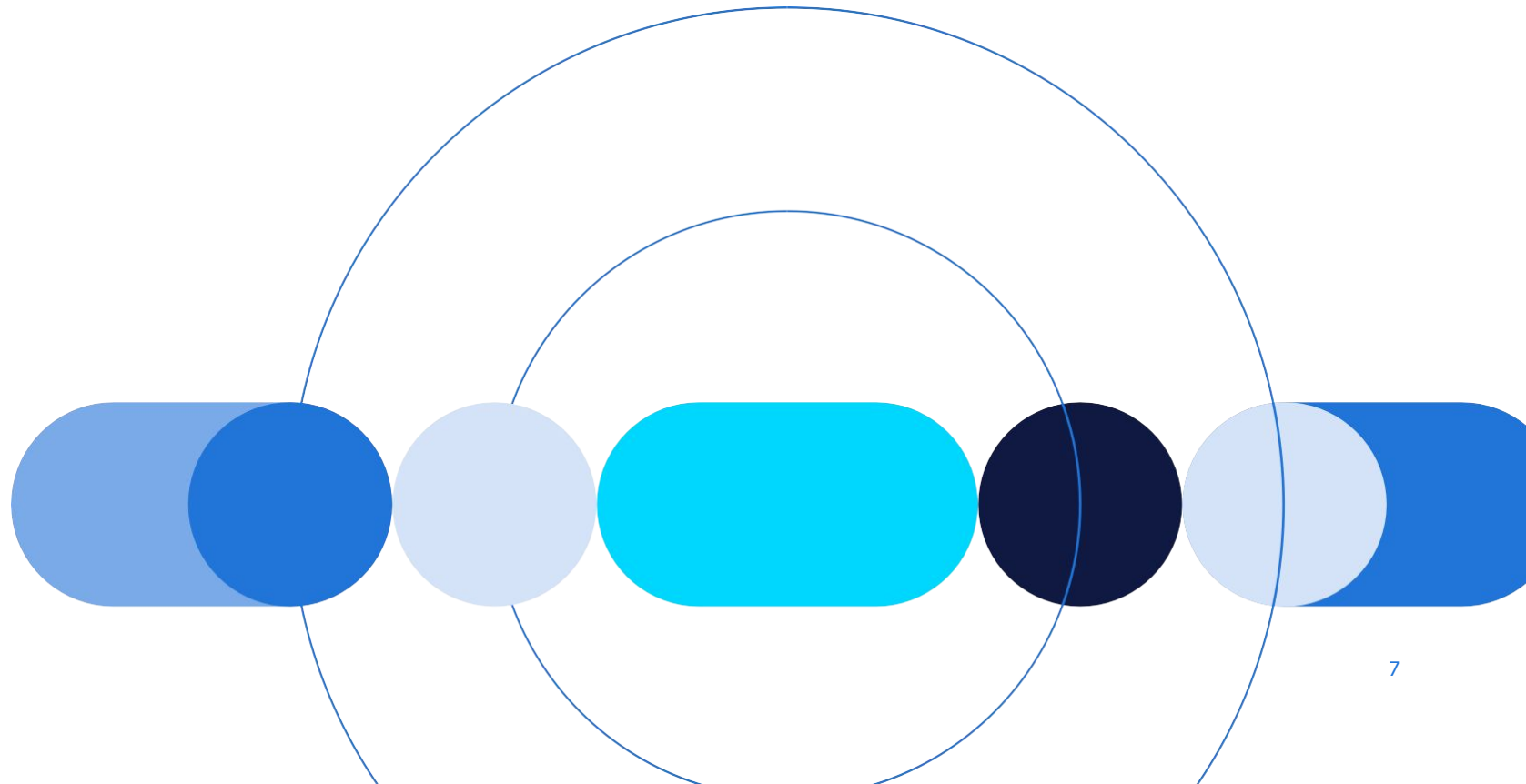
This phase of the recruitment cycle also includes testing, which helps us build a picture of individuals' cognitive abilities and potential to learn, as well as relevant technical skills such as the ability to operate certain systems or machinery. The decision on which tests are necessary will depend on the unique requirements of the role.

As candidates progress through the application process, reference checks will come into play, often supported by dedicated tools like Checkster, an automated reference checking tool that can help you get this job done much quicker. Depending on the nature and seniority of the role, this can be a rigorous procedure that might involve speaking to a wide range of people and verifying claims made by candidates in their interviews.

# 4. candidate presentation and interview.

We generally put forward no more than three candidates for a final selection by the client. Once all the necessary assessments have been completed and we have identified the most suitable applicants, they will be put forward for you to conduct your own interviews and any other evaluations you feel are necessary. As well as giving you each applicant's CV, your recruitment consultant will provide an explanation of why these individuals are the right fit for your business.

You can choose to have your consultant present during interviews if you wish, which can prove particularly useful if you haven't conducted many interviews yourself before. Teaming up with a talent partner and drawing on the expertise of a dedicated consultant can help you prepare for the meeting, come up with a structure and make sure you're gathering all the right information.



# 5. onboarding and follow-up.

Even after your decision is made and the employee is ready to start, we can continue to offer support with onboarding and induction.

If there are specific hygiene or health and safety requirements related to the role, for instance, we can help to provide the necessary training, clothing and equipment to ensure your new hire can do their job properly.

We can also recommend practices to optimise onboarding, as well as [technologies](#) that can help this part of the recruitment cycle run as smoothly as possible, such as [gr8people](#).

Another key part of the Randstad approach to recruitment is conducting regular checks and follow-ups to ensure that you and your new employee are happy with how everything is going during the first few months of your relationship. If there are problems, we will help you find solutions or search for alternative talent, if it proves necessary.

Throughout the entire recruitment process, we strive to achieve the highest standards of quality and to continuously improve the experience for clients and job seekers alike.







The service we provide is dictated by your needs and the nature of your business. You might be looking for some expert advice or a partner to take over just one aspect of recruitment, or you could be interested in fully outsourcing your HR function if you don't have the resources to manage it internally. Our level of involvement is entirely up to you, and you can feel confident that the approach we take will be based on deep understanding and fully customised to your business.

To summarise the five steps that make our recruitment process successful:

1. starting from a position of deep understanding to ensure we provide a bespoke, high-quality service to employers and jobseekers alike
2. leveraging our extensive network and using innovative methods to optimise talent sourcing
3. applying our understanding of your business and using proven methods to get the best results out of the selection and assessment phase
4. explaining why we think our proposed applicants are the right fit for the role and your business, and offering support at the interview and final decision stage
5. conducting regular post-hire follow-ups to ensure all parties are happy with how the relationship is progressing.

[contact us](#) to discuss your staffing needs.



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