

## 5 TIPS FOR RECRUITING IN 2020

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The Coronavirus outbreak has seen many Business Owners and HR teams working remotely, and as we emerge from lockdown and start to focus on ramping up their business, it's raising questions about 'what next' for attracting top talent?

While this pandemic is affecting the way we work, it is also impacting the needs of some tech businesses that need to hire more urgently than ever before. As a result, hiring qualified talent in a quick and efficient manner is crucial to fill open positions and continue providing strong business outcomes during this time.

On the positive side, the use of video and online assessments has led to greater efficiency and much quicker hiring processes. Interviews can be arranged, 'hassle-free' and with no travel, and more WFH opportunities, geography is less of a barrier to finding the best candidates (and reducing the amount of 'time-wasters')

For more information contact NQB Recruitment Solutions on 0161 291 9196.

Here are our Top 5 Tips to help you recruit post-COVID

1. Job Adverts - vital in attracting top talent, ensure you provide sufficient details about your company, the role, experience required and the package breakdown (salary range is vital as this is the first thing candidates look for in an advert).
2. Pre Screening - 10-15 minute telephone informal chat to understand their previous experience, motivation, current circumstances > creates a short-list of candidates for next stage.
3. Video is now the interview process. Used well, with more structure and creativity; with one-way interviews, group interviews, and candidate presentations - it optimises the recruitment process and reduces the time to hire.
4. Augment the interview process with online assessments (personality and technical) you discover an in-depth view of their person skills as well as attitude and aptitude, which makes up for what you lose by not being face-to-face. A data driven cultural analysis tool (like Flock) maps the candidate against the role/organisation, giving greater insight into the prospective match.
5. References - 2-3 employer references who you can speak to by phone (not just an anonymous 'form') to get a detailed overview of the candidate.



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