Want to **speed up** your hiring without compromising **quality?**

Of course you do. Here's some tips.

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1. Get crystal clear on the brief. A great hiring process always starts with a great brief. This is your blueprint for success and impacts everything from attraction to screening, to candidate experience, to making competitive offers.

2. Figure out what 'good' looks like. And then use that to develop a structured approach to how you'll screen candidates. Rubrics and scorecards* are your best friend when it comes to keeping assessment consistent and aligned.

*When you work with us on a Full Search we can help you to create these!

3. Think about pipelines. Got a type of role you frequently work on? Build and maintain relationships with candidates who are qualified for these kind of roles (or get us to do it for you!) so you can act fast when a hiring need crops up.

4. Move quickly. Sounds obvious, but if you're wanting to reduce time to hire it pays to move fast. This could look like streamlining interview stages, setting dates early, and avoiding the temptation to 'compare' a candidate you think could be the one.

5. Properly put yourself out there. Really think about how you're taking your employer brand to market. Shout about the great stuff you offer, and don't overlook the humble job ad! It's a great tool to attract you the right people, and dissuade the wrong ones.

Or, you could come to us and we can **do it for you.**

Find out more about all of our recruitment services on **fmctalent.com**

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