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FUTURE

Your newsletter update from Future Prospects

# Hire Power

## How to find the best staff for your organisation

Despite rumours to the contrary, Australia's economy is very healthy. And this means that unemployment levels are low. When you combine this low rate with the need for greater job skills, it's easy to understand why competition for qualified workers is stronger than ever.

How can you attract the calibre of employee you need? A creative and pro-active plan is the answer - simply placing an ad is not enough. Here are some techniques to ensure your search results in the recruitment of the right person with all the skills for the role...

- ✓ **Use a recruitment company** - Future Prospects has a team of professionals who are experts at matching individuals to companies and roles. We save you time and money, so you can concentrate on running your business and making it a great environment to work in.
- ✓ **Create a working environment that is positive and inspires loyalty** - take a look at your company and environment through the eyes of an employee; would you want to work there? What would you change to make it more appealing to a candidate?

- ✓ **Once you find a candidate, be sure you have something to offer and present it well** - Just as a candidate must sell themselves to you, you need to sell the role and your company, to them.
- ✓ **Treat the candidate courteously and professionally throughout the interview process** - How you treat candidates is a reflection of your behaviour as an employer.
- ✓ **Make sure your salary package is competitive** - the salary should meet or exceed industry standards for your area and include as many perks as you can afford. The cost of a high turnover of staff is always higher than paying good salaries.
- ✓ **Introduce the candidate to existing employees** - this provides the opportunity to determine potential compatibility. You can also go back to your employees after the interview and get their impressions of the candidate, which may help you make the right hiring decision.

These tips should put you on the right path. Remember, if you have any further questions about finding, interviewing and hiring new members for your team, you can call one of our consultants on (02) 92677611.

Future Prospects is a leading-edge workforce and recruitment specialist. From support staff to executive management, we find the best candidates each and every time. Call us to discover how Future Prospects can maximise the potential of your workforce.

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