

Candi Land

Candidate experience starts here!

Prep

Write a thorough & inclusive job post
How is our online presence?
Who is our ideal candidate?
Who owns what part of the process?
Set expectations/timeline with Hiring Manager

Calibrate

Test sourcing results
Make adjustments
Share data with HM

Outreach

Make it personal, short, sweet & direct

Phone Screen

Establish relationship
Determine objectives
Set candidate up for success

Introduction

Send interested and qualified candidates to HM

Prep Session

Send Candidate prep material
Schedule a Hype Call
Practice common questions
Prepare Hiring team

Interview #1

Personalize interview to each person
Let the Candidate ask the first question
Ask relevant questions to the job

Final Interview

Candidate asks first question
TA team preps interviewers on candidate in order to give a personalized experience. I.E. wearing a t-shirt with the candidates favorite sports team

Final Prep

Schedule a final hype call to give Candidate interview coaching based on past interview feedback, answer all qs, find out any & all hesitations about moving forward with us

Next Steps

Additional screening scheduled including the final interview
Passed Candidates are cared for

Debrief

Get interview feedback from Candidate
Get feedback from HM
Determine next steps
Give constructive feedback

Debrief

Hiring team meets to go over Candidate
Candidate will provide recruiter with final thoughts

Decision time

Recruiter receives feedback within two days of final round
Recruiter updates Candidate with any info

END

Company swag or discounts on their product given to all Candidates
Give offer on the phone
2-7 days given to answer on the offer
Connect Candidate with onboarding ambassador

Turned Down



Prep Before Going Live

Does your job post highlight the company and the position clearly and with excitement?

Is your job post inclusive?

Does your brand have the right online presence to attract top talent?

Is it clear between the Recruiter and the HM who the ideal candidate is?

Are there clear expectations of how the hiring process will go?

Do you know who is in charge of each stage?



Calibrate

Test sourcing results
Make data driven adjustments
with Hiring Manager



Outreach

Messaging should have custom aspects to the candidate while showing your own flair & personality



Phone Screen

This starts your relationship with the Candidate
Make a lasting impression



Introduction

Highlight qualified and interested candidates to the Hiring Manager
It is up to you to show the HM why the Candidate is a good fit for the company and the role



Hype Sessions

The Candidate needs to be sold on the company. This is your time to hype them on the role, the fit, and the future!

HYPE



Interview #1

Allow the candidate to feel comfortable from the beginning. Interviewing gives people anxiety. This is the first impression of the team they could be a part of. Make it a good one!



Debrief

Get interview feedback from the Candidate and the Hiring Manager, and give constructive feedback to both sides.

Determine next steps



Next Steps

Set up next steps and prep Candi's for additional screening

Passed Candi's need to be cared for.

Rejection is tough.

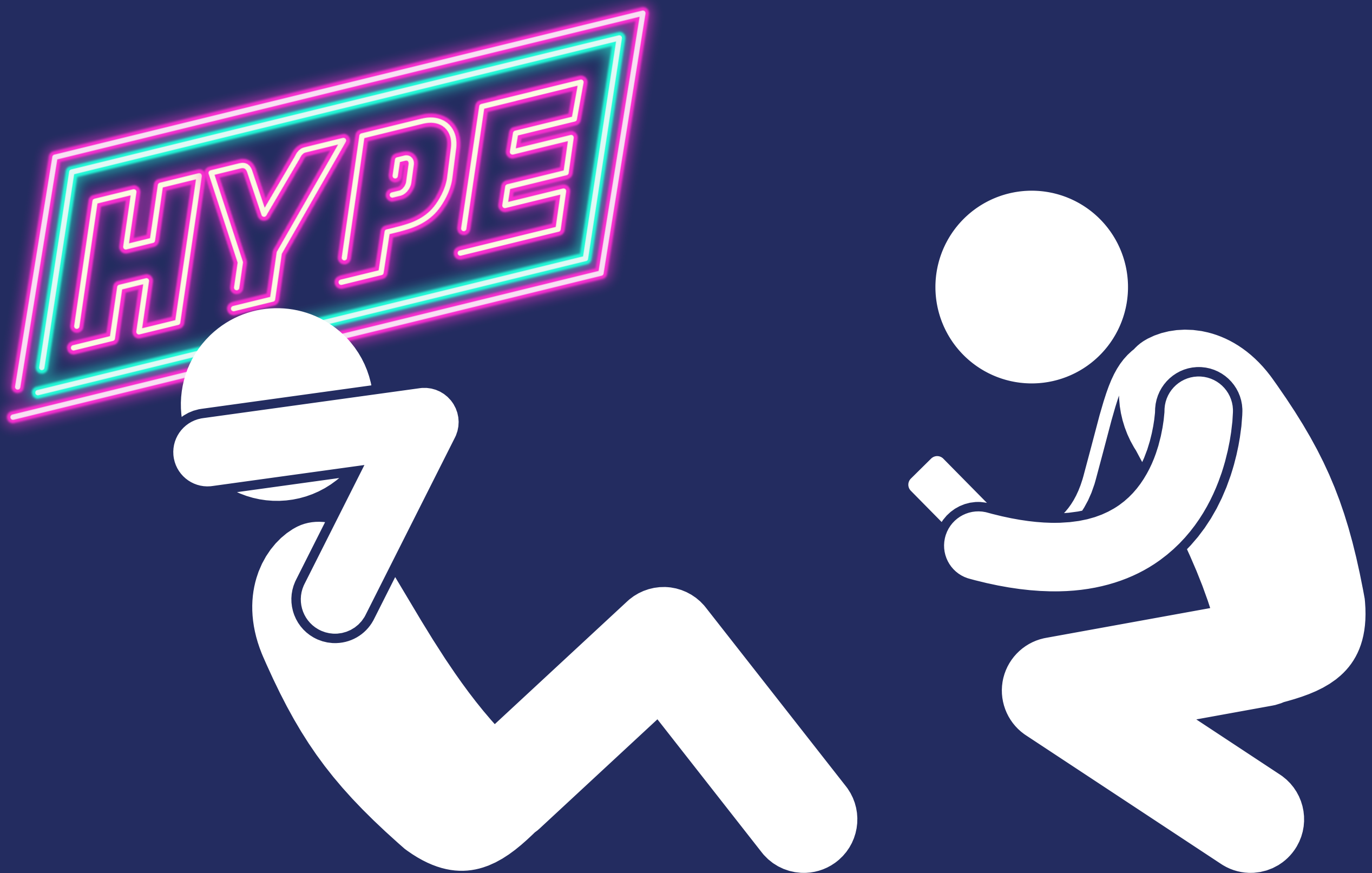


Final Prep & Hype Call

Every Candi must be set up for success with as much prep as possible

Last chance to sell the company, the opportunity and overall fit before final round

Get ahead of all objections



Final Interview

Put the Candi in the driver seat by allowing
them to ask the first question

A personalized and thoughtful gesture can
go a long way

Be creative with a Candi experience



Debrief

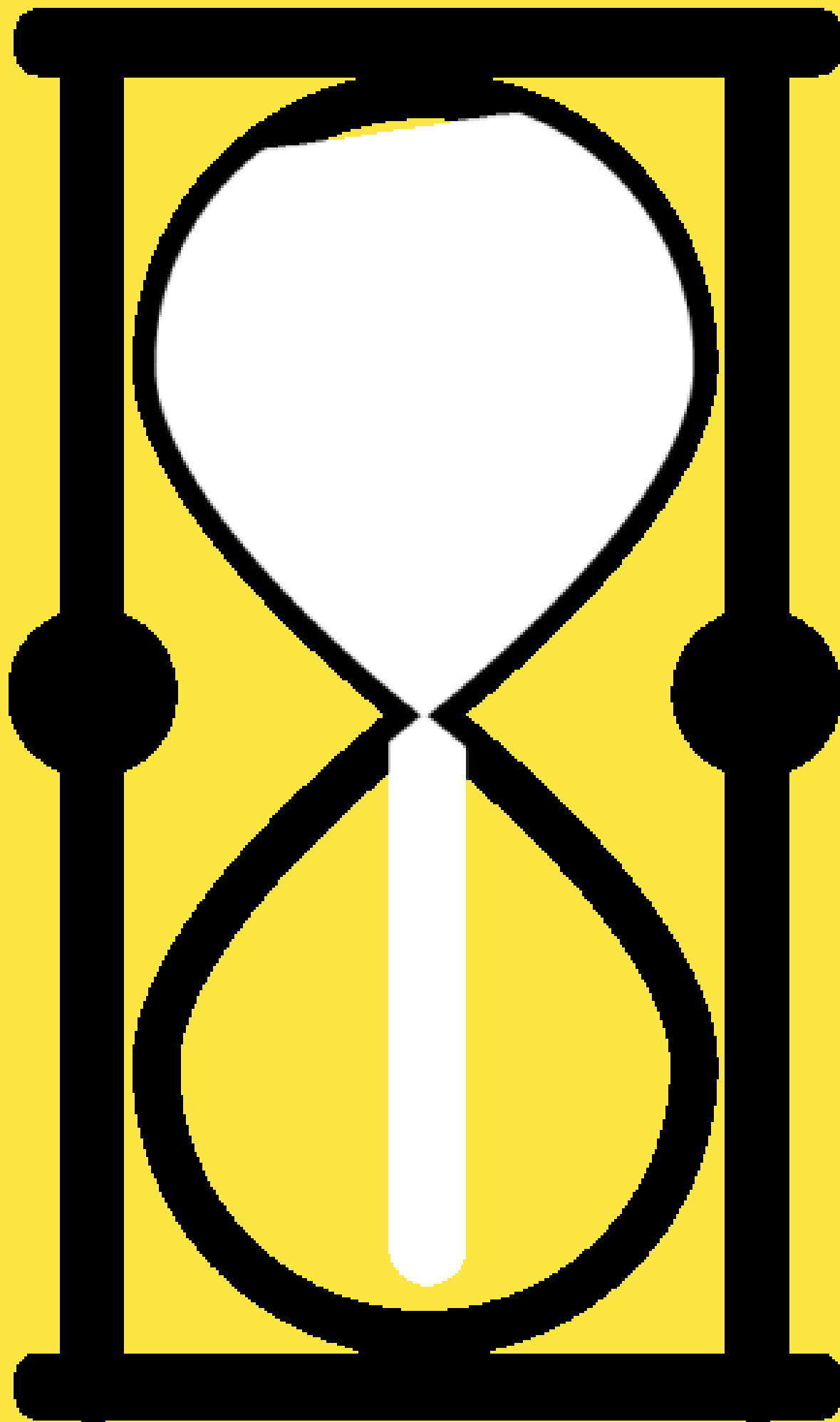
Have interviewing team fill out thorough score cards within 24 hours, while also removing bias
Have a post final round call with Candi to get their feedback



Decision Time

Recruiter receives final decision from HM
within 2 business days

Recruiter calls Candi with any information



End of Interview Process

All Candi's should be treated like a potential customer or client. Give them a memento to be remembered by. This could be company swag, or a discount on their product/service

Constructive feedback can be vital to a persons growth and career trajectory

Offer given? Great! Do it on the phone. This is the ultimate "hype call"

Answer all questions and give a realistic timeframe for the company and the Candi to make a decision

Schedule a call, lunch or happy hour for the Candi and their favorite team member for an additional bonding moment

Onboarding

You can't forget about the end of the Candi experience!

Many Candi's get a counter offer you have to prep them to decline

You need a plan to ensure your Candi has a successful onboarding experience

20% of Candi's leave a job before the first 90 days
Come up with a buddy system

Check-in with your Candi to offer them support, answers and make them feel included

