



Stop Recruiting the Wrong People. How? Test Our Theory

How often do you, as a recruiter get disappointed when a new starter just isn't the go-getting superhero you thought they were? They sounded switched on and enthusiastic in the interview. Their credentials were spot on. But they just aren't pulling their weight. How much is this costing you in HR? and the company? To have the wrong person in a team.

Perhaps you need a super efficient customer service desk within a few weeks. The rush of recruiting to fill seats, causes pressure. It takes time to find the right people. And it is costly not to.

The fact is, you just can't beat taking the time to do the homework. How many recruitment agencies say they will do this for you? But are they just hitting targets? Recruiters are renowned for being friendly and eloquent, and

sounding like they care. They probably do care, but at the end of the day, they are also under pressure to hit targets.

Why is it so hard? Just to take some time to make sure your needs are understood? To get to know your potential recruits? The pay-offs are there once you find the right people. Surely this is what you are paying recruiters to do. After all, you have a day job. And I'm sure you'd like to be going home to your partner, cat, or swish flat, rather than be working extra hours.

We don't think there is any excuse. I only recruit people that I know will be excellent at what they do. Otherwise, it's not worth having them on board. How do I know they will be awesome? I've had the luxury of getting to know them. In reality you don't have time for this, you have hobbies, family and things outside work you want to do!

This is why our clients stay with us. And come back to us, time and time again. This is why we are repeatedly asked to help recruit big teams, individuals, specialist staff. Our clients know that we will put in the leg work for you. They know that our goal is to be that recruitment agency that actually does what we say. We get to know you, and what you need. So you can relax and enjoy that dinner out tonight. Rather than have nightmares about recruiting horrifyingly inappropriate staff. We get to know your prospects. If someone isn't a genuine, perfect fit, like cheese and wine, we won't recommend them! That's why the retention rates of the staff we recruit for our clients, is through the roof. But don't take my word for it. Ask our clients:

“Just epic. The Project Recruit team provide an outstanding service. We know we can rely on them to find the right candidates and fast. That's why we come to them first. They really go the extra mile and find people that we just wouldn't have found otherwise.

We get a higher-calibre range of people in our recruitment process since working with Project Recruit.” (name or job title), Blue Chip Company, London

Recruiting staff is no joke. I can list studies that say 1 in 5 people are in the wrong job, 85% of people hate their work. Google it! You'll find a lot of research on the horrors of bad recruitment. And what do you think happens to the work carried out by all these unhappy people in the wrong jobs? Having the right people in the right place saves money, time and stress for everyone. Including you.

Your recruitment agency needs to work for you, to understand what you need. Any recruitment agency will say they do this. But what is your experience? What are your retention rates like? What about conflict management issues?

Your recruitment agency also needs to work for your prospects. They need to thoroughly understand the needs and talents of your prospects. Both sides of the story are essential for the right fit. It's not rocket science, yet somehow it's so often rushed or overlooked. Even by recruiters that say they will give you all the time in the world. Some recruiters will simply fill those seats, and enjoy their commission. We come across stories of recruiters having had just one 10 minute conversation with a prospect to check they get through the initial filter before recommending them. And this is common practice! There is no way on this earth that it is possible to recommend the right people after a 10 minute conversation. And you can bet that this time saving approach, also means they cut time on the leg work to search for the best prospective candidates in the first place.

What's even more nuts, is that companies keep going back to these recruitment agencies! As if it's expected practice. To fill more seats! With more sub-optimal staff!

We don't think this is the way things should be. At Project Recruit we do take the time to put the right people in the right roles. We only find the best. And if you need a team fast, we work like there's a herd of bulls behind us, until we find the right people for you. Feel free to test my claim! Ask our clients! Ask us to recruit someone for you! See the difference. We don't cost any more than the other agencies that say they do what we do. So you have nothing to lose. Some of those grey hairs might even go back to brown.