

MAXIMIZING RECRUITING EFFECTIVENESS FOR THE SMALL HR TEAM

The attraction, recruitment and hiring of employees is, in most organizations, the responsibility of the HR Department. While hiring managers and organizational leaders have a role to play, HR professionals – especially in SMBs - are tasked with not only being the architects of the talent process and developing recruitment strategies but usually wear the recruiter “hat” – often as just one of their myriad responsibilities.

If talent acquisition is critical (and when is it not?) and you either don't enjoy it OR feel the push-pull of time restraints to “get it done,” this session will provide you with some actionable tips to build a strong recruiting function for your over-loaded HR team. You will:

- understand the foundation of effective talent planning including job analysis, job descriptions, and creating an effective workflow for requisition approval
- learn how to devise an interview and selection process that includes defining the role and responsibilities of both HR and hiring managers
- discover how to effectively use HR and work technology for optimization and improvement while also ensuring a great experience for both candidates and hiring managers

Interested in learning more? Let's talk!



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