

5 Star Tips for Recruiting during a Recession

- Determine if a new position is required.** Think creatively about how to accomplish the workload without adding staff (improve processes, eliminate any unnecessary work, reallocate work etc.).
If recruitment is required call in Star Recruit to look at the role with you and determine if you can add further value to your company by making sure the Star Candidate can offer valuable experience in the role whether it be part-time, contract etc.
- Establish what type of role suits your requirements.** It is now a stronger employers market, so look at all employment options and decide what suits your organisations situation best. Job seekers we speak with are flexible, so consider part-time, contract and outsourcing options if you want to avoid increasing your permanent head count.
Star Recruit can assist you in filling fulltime, part-time or contract roles. We offer a thorough screening, interviewing and reference checking service to secure you the right candidate.
- Be very specific when writing the Job Spec.** Invest time in creating the job description and person specification. Be clear as to the experience and qualifications required for the position thus reducing the amount of applications from unsuitable candidates.
Star Recruit can work with clients at this stage to develop and define the Job description and the profile of candidate required.
- Use an experienced recruitment agency that knows the market.** We are experiencing a higher number of applications per role than ever before, thus using a recruitment agent to filter applications is hugely beneficial. This enables you to concentrate on your day to day business.
Star Recruit offer a confidential personalised service to the local Business community. We have the local knowledge.
- Ensure positions are advertised appropriately** so the most suitable candidates are targeted.
Star Recruit advertise on the top jobsites, which have national coverage thus attracting Star Candidates best qualified for the position vacant in your organisation.

