

4. Winning the Right Candidate

Objective

Defining the position, detailing the hiring process, and preparing for interviews all contribute to winning the right candidate. The details and preparation demonstrate to the candidate that your organization is interested and ready to move forward with the right person.

If the candidate is right for the team but not for the position, consider:

- Creating a new position
- Re-engineering the responsibilities of the role

Make a timely decision.

Know what the candidate is looking for.

Prepare an offer that is fair and reasonable based on the location and responsibilities.

- The hiring manager should present & close the offer. Ownership needs to be with them – DO NOT PASS off responsibility

Put a time limit to accept the offer.

Have a backup candidate.

- Communicate, communicate, communicate

Why TYGES?

- We can help you tell the story about your company and the opportunity.
- We can bridge the gaps and shorten the time to a decision.
- We can advise on the best strategies to get your offer accepted.

What's Next? Offer Accepted. Now What?