

# Recruiting your finance team

Great employees make a great business so how do you find and recruitment them?

## Recruitment agencies or direct advertising?

Recruitment agencies can save you a lot of time sifting through CVs and candidates. They also have much better access to the passive market through the relationships they have built up over time. Usually the **better candidates are already employed**.

Get recommendations to find a good individual recruiter.

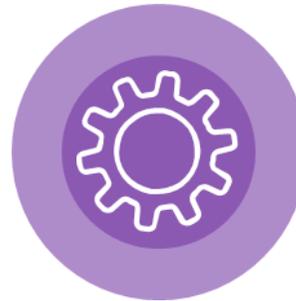
Remember the recruiter is also representing your business so chose the right person for your brand.

## A two-way street

What are you offering the potential candidate? Strong candidates want **opportunities to learn and progress**.

The candidate is evaluating you and your company throughout the process. How **you** behave and treat them is as important as how the candidate behaves. The top candidates often have multiple offers. Be honest about the role and culture—you don't want your hard won new employee getting a shock and leaving before they have started to add value to your business.

Remember to accurately sell the **opportunity** and benefits of the role you are providing.



## Permanent hire, contract hire or specialist consultant?

Do you need the particular skills or resource you are looking for on a short term or long term basis? Are your requirements task based or results/outcome based? Are the specialist skills available in the employee market? These are some of the considerations when determining the type of new hire.

### Your requirements

Mapping out exactly what skills and experience you need against your requirements makes finding the right candidate much easier, quicker and cheaper.

Knowing what you are looking for forms the basis of how you are going to assess the candidates.

### The assessment process

This can take many forms with interviews, informal chats, role plays, presentations, tests of various types and taking up of references.

Using your best people in the assessment process provides a great advert for your business. Multiple people assessing candidates helps to bring a rounded assessment of the candidate and spot issues.

**emersonnash**