

CANDIDATES - RECOMMENDATIONS [MID]

TO DO

Complete the rest of the bounce back pack

Review your activity for the last three months during lockdown. What has been the driver for you not fully engaging with your talent pool as much as you could/should have?

Based upon your client knowledge decide what you think will be the most in demand or the quickest skill set to recover from lockdown. Search the database to find all of the candidates who match the description and get hold of them with some urgency.

If you were a candidate looking for work, what would be most valuable a recruiter could share with you to keep you up to date and informed on the market? Create this as a cornerstone for your comms strategy. Create a mailing list for candidates to sign up to. As the market recovers you will have a group of candidates who know you and trust you.

Who are your HVCs (High Value Candidates)? What are you doing for them proactively to help them achieve their goals? How likely are they to be willing to recommend you to others?

Watch **The Pillars** on Urgency, Resilience and Planning