



ARLYN RECRUITING



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LET'S TALK: THE CANDIDATE EXPERIENCE!

We're sure you've heard it before: "It's a candidate driven market!" It's something we've also been hearing ourselves here at Arlyn Recruiting over the last few years. With so many roles available, and a plethora of incredible companies to choose from, how does one stand out amongst the competition? Successful employers know that this all comes down to the Candidate Experience.

Cultivating a positive candidate experience may seem easy on the surface, but in actuality, requires a closer look at all the touchpoints within a candidate's journey. A negative candidate experience could cost you not only top talent, but also prospective talent as negative interactions are often noted on job sites such as Glassdoor or LinkedIn. In a job marketing favouring candidates, candidates are consistently evaluating each interaction with your organization, from the initial job application process to interviewing and onboarding.

1) Streamline your application process!

A survey conducted by [Zety](#) on job seekers found that over “60% of candidates are likely to abandon the recruitment process, if [the process] turns out too long or complex.” To combat this? Ensure an excellent user experience. Application forms should be short and to the point! When selecting an applicant tracking system, consider ones that possess a user-friendly interface that will only require a candidate to upload their resume, and depending on its automation system, type in their basic contact information!

2) Ensure a transparent and consistent interview experience

Nothing is as frustrating than going into an interview, only to find out that the expectations laid out in the job description do not match what the interviewer is saying at all! Consistency is key in situations like these. Hiring Managers and HR need to be aligned on candidate expectations, likewise what the role will offer candidates’ as well. Job descriptions should outline clear, concise and informative expectations! Try aiming for a holistic and realistic picture of the role they’re applying for, transparency is key and plays a part in the experience as a whole!

3) “You’re interviewing them as much as they are interviewing you!”

Rule of thumb: Always ensure that every candidate that walks through your doors is respected, heard and valued! You know the saying! “You’re interviewing them as much as they are interviewing you!” Between Glassdoor, LinkedIn and hey—even word of mouth, those 20 to 30 minutes spent chatting with you will be an experience that stays with them, sometimes forever! [IBM](#) found that applicants who were “satisfied” during the interview experience were more than “twice as likely to recommend the hiring organization to others.” It’s a two-way proposition: Be mindful of your interactions, give candidates your full attention throughout, and show them you respect their time and what they bring to the table! Treat them as you would clients, you want candidates to walk out of those interviews feeling good about their interaction with your company! We know we do!

4) Communication throughout the candidate journey

Communication is essential throughout the recruitment process. Granted, we completely understand that we’re usually under time sensitive crunches in recruitment, so remember to set expectations for communications, early! Don’t be afraid to let them know next when you will communicate next and follow through!

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5) Encouraging reapplication and feedback!

Even if a candidate is unsuccessful this time around, it's important to end their application on a positive note rather than a negative. The dreaded rejection email is inevitable, it's just math—but rather than having candidates associate rejection with your company, encourage them to reapply for future roles, don't close the door on them just yet! Ensure to give your thanks, and especially if asked, give personalized feedback to candidates on how they can improve the next time around!

From minor changes to major overhauls, it's these little details that can make a huge impact on the candidate experience and their overall perception of your company's brand. The bottom line? Treat candidates the way you want to be treated and empower candidates to put their best foot forward! Developing an exceptional candidate experience is imperative to any organization looking to stay competitive, and by implementing these touchpoints within your candidate journey, this will make a world of difference in not only attracting top talent to your organization, but prospective talent as well!

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We're GROWING!

Meet our newest additions!



Meena Thakur

Director, Senior Recruiter

After spending over 29 years in healthcare (combined with a background in Business Administration and Project Management!) Meena joins us as our new Director and Senior Recruiter here at Arlyn Recruiting! Meena's vision and ability to maintain relationships have led her to achieve success in her various executive level roles. Always looking for a challenge, she also proudly served with the Canadian Armed Forces – Navy, in the role of a Human Resources Administrator.

In her spare time, Meena loves to cook, go on long walks with her Yorkie and spend time with her three kids! Welcome to the team, Meena!

Kamini Dalwadi Recruitment Assistant

With 10+ years of combined experience in Construction, IT and Trading Industry verticals, Kamini joins us as our new Recruitment Assistant to our administrative team!

As a certified Human Resources Professional, Kamini brings both the knowledge and skill to help clients in defining and refining their HR policies.

On days off, you'll find Kamini spending time with her friends and family. She's a strong advocate for worklife balance and health! Glad to have you on board, Kamini!

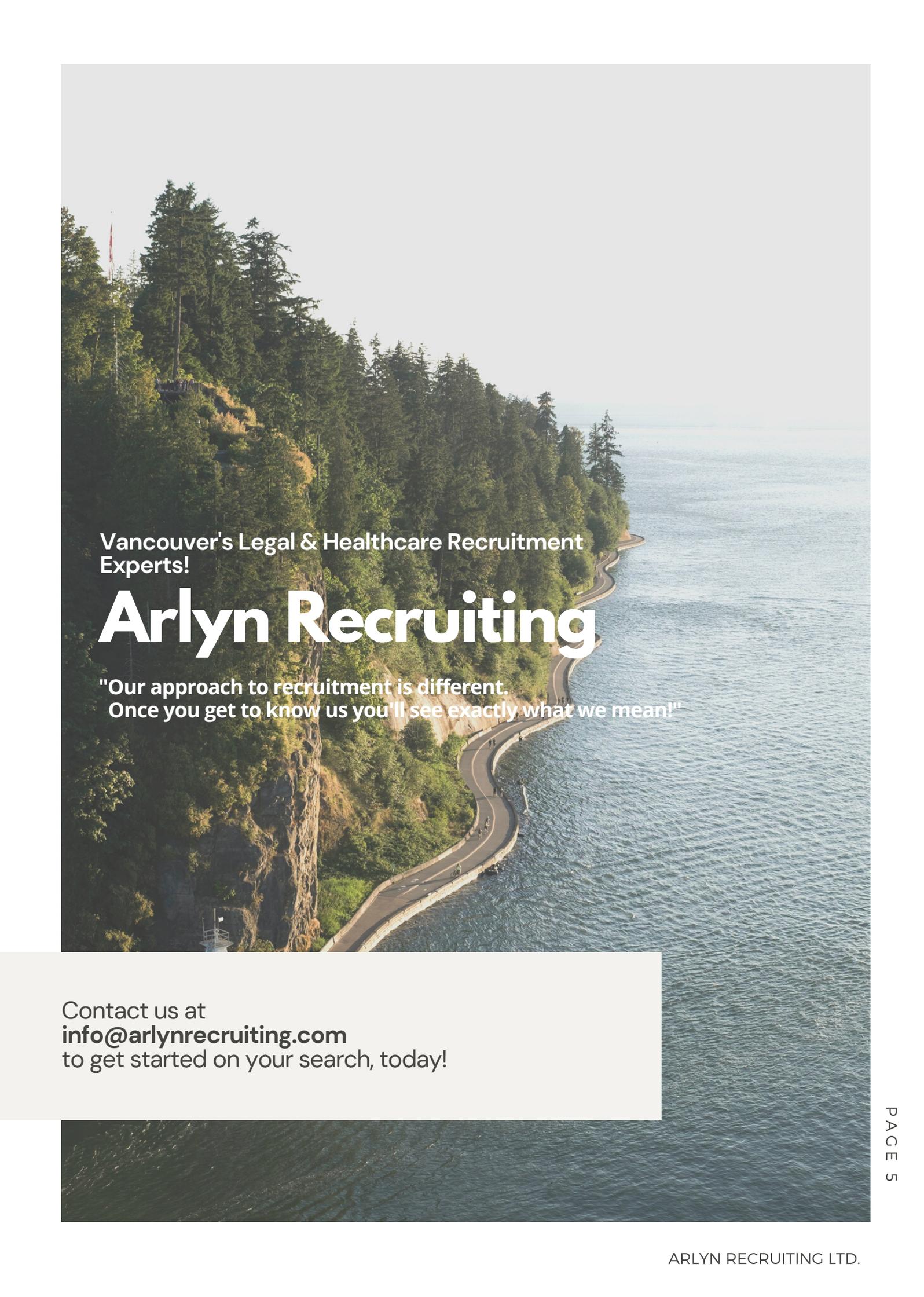


Simran Tiwana

Recruitment Assistant

Let's give a warm welcome to Simran who is also joining us as a Recruitment Assistant to the team! Simran loves working with candidates and clients and receives great satisfaction when a candidate is hired and secures their dream job! Having completed his BBA in Human Resources Management from Kwantlen Polytechnic University, Simran is now currently working towards his CPHR designation. During his free time, Simran loves staying active by working out, playing sports and hiking!





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to get started on your search, today!