

The 3 Ways Your Organization Can Help Recruiters Make the Best Candidate Submissions

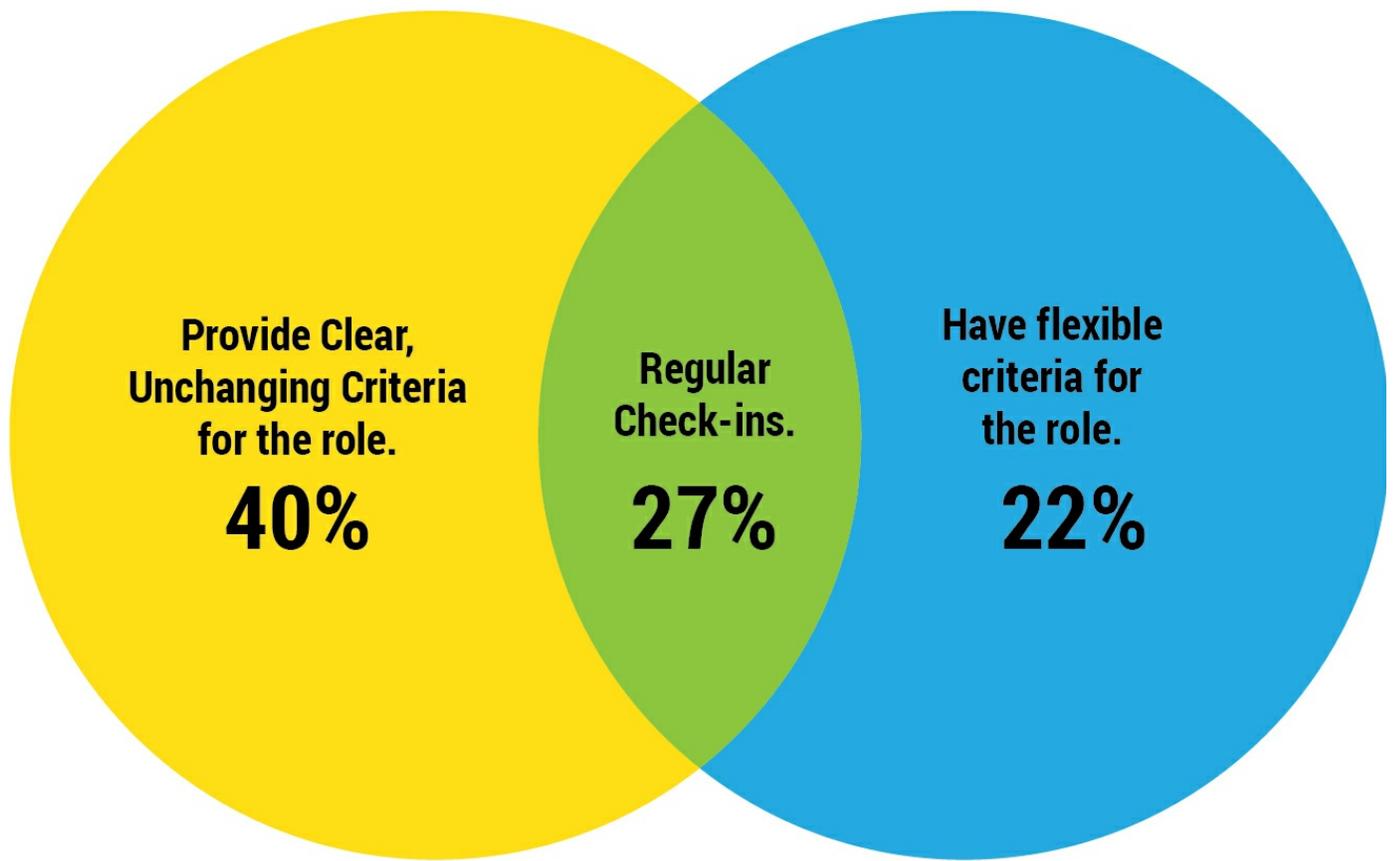
A recent Procom survey revealed some surprising ways in which you can help recruiters find your organization the perfect candidate.

Engaging contract labour [cuts costs and improves your bottom line](#), but it can be difficult to find best practices for dealing with the recruiters who get you those contractors. The key, it turns out, is communication. Most recruiters at Procom agreed that the “hands-off” approach is *not* the best way to go about helping them screen potential candidates. In fact, only 1% of recruiters suggested that hiring managers remain un-involved in the process.

When asked about the best ways in which clients can improve the candidate screening process, 40% of Procom recruiters agreed that having clear, unchanging criteria for the role was most important. 27% of recruiters surveyed said regular check-ins helped them find the best fit for the job, while 22% of recruiters contradicted the top result by suggesting that flexible criteria from hiring managers was most helpful.

How can an organization apply these somewhat conflicting results? The truth is that these pieces of recruiter advice tie in together quite well, in that they all require clear and open lines of communication. A regular check in with a recruiter can help you examine and re-negotiate your criteria for a role if you’re flexible, or re-affirm your strict guidelines if you’re set on a certain type of candidate.

Think of these top 3 survey results as a venn diagram, with the flexible approach and the inflexible approach as overlapping circles, and regular check-ins in the middle. Whether you have strict or flexible criteria for the role you’re filling clear communication with your recruiter about your expectations is key:



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Let us know how often you engage with recruiters during the screening process! Leave a comment to tell us more about how you like to find the best candidate for your job.