



HIRING ECOSYSTEM

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There are a few key things you need to know and consider:

- The days where applicants were lining up to join the organization are behind us.
- Candidates' behaviors have changed; they are interested in learning about the organization's culture and values. You must therefore adapt your approach to meet these needs.

Bottom line, whenever you are hiring, you have to consider multiple perspectives - your needs, the organization's needs and the candidates' as well because the quality of your hire will depend on how well you have matched these key elements together.

We call this the hiring ecosystem.

The hiring ecosystem helps us understand who are the key players, what their individual role is and how we operate together while taking into account the external and internal forces that are influencing the overall success of our recruitment efforts.

As you can see, when one of these components is not in sync, it will create inefficiencies and disconnect which will lead to bad hiring. Because if you are not taking into account the candidates, you will lose the best ones because they have other options they are considering. If you exclude HR, you could be making missteps that will lead to miscommunication with candidates around organizational policies.

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This hiring ecosystem graph outlines the hiring ecosystem and the various roles that are included, as well as the external and internal forces that can impact it, such as market conditions, the economy, unemployment rate, and the reputation of the organization.



Human Resources

The HR or recruiter role on the other hand is to advise and partner with you during the hiring process. This may include:

- Creating the recruitment strategy
- Sharing of best practices
- Ensuring compliance with employment laws

Hiring Manager

As a hiring manager, you ultimately own the hiring decision.

Your role is to clearly identify what you need, create a process to evaluate the candidates and build a hiring team to help you select the best candidate and deliver an exceptional candidate experience.

Candidate

The hiring ecosystem would be incomplete without the candidate. Sadly, this is often not even acknowledged.

They hold the ultimate power to accept or reject your offer. Let's not forget, they are also evaluating you as a potential employer and boss.

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WHAT TYPE OF HIRING MANAGER ARE YOU?



Indifferent



- Do not consider recruitment as their job
- Not involved in the recruitment process, do not have time
- Lose candidates during the process
- Difficult to book interviews and get feedback
- Put pressure on recruitment team to have resumes
- Have a long list of criteria

First, the indifferent. This type of hiring manager does not consider recruiting to be one of his or her responsibilities, but rather an administration function that is owed by the recruiter or HR. This type is therefore passive during the process, does not get involved, yet still feels frustrated with their recruitment challenges.

They don't see the added value of preparing for their recruitment. They simply do not understand the importance of their role.



Partner



- Have hiring pains and want to work on them
- Understand the importance of partnering with the recruiting team
- Follow recruitment process
- Have a tendency to want to hire a replica of a particular profile
- Still have difficulty to define what they are looking for, give clear feedback on candidates or able to make a hiring decision

The second type of hiring manager is the Partner. They are aware of the difficulty of the market and the difficulties associated with recruitment and want to work in partnership with their recruiter/HR. They follow the recruitment process. However, they still have certain reflexes that prevent them from being successful, such as a lack of clarity in defining their needs, a tendency to want to hire a replica of a particular profile.

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QUEL TYPE DE GESTIONNAIRE ÊTES-VOUS?



Champion



- Believe that hiring the right candidate is core for their team's success
- Help to create a true recruitment culture
- Lead the interview process
- Help to source and have a solid network
- Consider transferable skills, atypical profiles and look for potential more than a technical person
- Offer a wonderful candidate experience

The last type of hiring manager is the Recruitment Champion. They believe that hiring the right candidate is critical to the success of their team. They are proactive throughout the process with both their HR partner and the candidates. They are open to different profiles, know how to recognize transferable skills and offer an exceptional candidate experience. These champions attract talented candidates like magnets!

Why do they do this?

Candidates obviously feel it and want to work for these managers! Some managers are natural recruitment champions, but others will need to progress through the evolution model. Awareness of where you are as a hiring manager is the starting point! Once you reach the champion level, you will realize the positive impact it has on your overall success as a leader!