

# Which Type Of Recruiter Are you?



## The Old-Fashioned Recruiter

- Relies on post and pray
- Only makes the next hire to “replace”
- Lacks a strategic recruitment vision
- Manually sorts and views applications
- Rote interviews for screening
- Slow to respond to candidates

### Tools

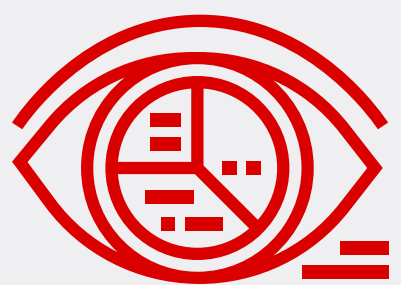
- Business cards
- Craigslist and online job postings
- Career fairs

## The Contemporary Recruiter

- Plans the talent acquisition process
- Appreciates passive talent and employee referrals
- Involved in social media recruiting
- Searches the talent pool for company culture matches
- Strategic about workforce planning
- Traditional HR setup

### Tools

- Applicant tracking software
- LinkedIn boolean search
- Company career page
- Company review sites
- Cold calling
- Multiple job boards



## The Innovative Recruiter

- Strategic about workforce planning with data science
- Provides an amazing candidate experience through seamless integration of internal and applicant tools
- Cultivates talent communities, passive talent and employee referrals
- Intentional with client assessments and interviews
- Integrates team culture and employer branding into the hiring process
- Strategic about reskilling and tapping into the internal talent
- Works with a multi-disciplinary team of data science, marketing and executives.

### Tools

- Data science
- Chatbots
- Sophisticated AI screening tools
- Video assessments
- Multiple, automated searches through social media
- Specific job postings in targeted communities
- Candidate CRM