

What's the **RECRUITMENT PROCESS**

So, you are in the market for a new job, and you may be wondering how does the recruitment process work, and what parts of the process directly impact you. Here is an overview of how the wheels turn to make it all happen:

1

The employer establishes their selection criteria

2

The role is advertised

3

Candidates respond to the advertisement by submitting an application and /or CV

4

Candidates receive information about the role, along the lines of a position description

5

From the CV's and/or applications the consultant makes an interview shortlist with assistance from the employer

6

Successful candidates who are selected to be interviewed receive details about the interview format

7

Interview takes place

8

The candidates who are selected to move onto the next stage undergo psychometric assessment

9

Reference and background checks are made on the preferred candidates

10

A recommendation is made to appoint the preferred candidate

11

The successful candidate and employer negotiate and agree on Terms and Conditions of employment

12

The successful candidate and employer begin their employment relationship