

The Candidate Experience - why it really matters

Without doubt, the “**Candidate Experience**” should *always be at the forefront of an organisation’s employer branding proposition*. From the moment the candidate is made aware of a role within the company, throughout the selection and interviewing process, **it has to be 2-way**. It’s no longer a “job for life” society and candidates have **every right to be treated with dignity and respect**.

You expect them to arrive on time and behave in a way that befits your company and expectations. So, if they receive the same from you it’s surely a win-win. Even if the result is not an offer, they will **leave knowing they can go out there and spread the word that you are a great company to work for**. Conversely, a bad experience will leave them feeling unloved and dejected and, worst of all, they can **start a wildfire by recommending your competition**.

Recruiting Trends for 2015

Quality is the main priority – not quantity. Organisations know that they need to hire the very best in 2015 in order to retain competitive advantage and remain at the top.

Talent branding is on the up – candidates are more savvy and expect the best. The **Company Talent Brand must reflect what is on offer**, either directly or through your recruitment partner channels.

Mobile recruiting continues to increase – 43% of job seekers now actively **use their mobiles whilst searching for opportunities**. Websites must be mobile friendly to encourage candidate response.

Talent Pools are decreasing – recruitment success will focus heavily on making best use of **passive Talent Pools** and **fishing deeper to catch the ones who are swimming upstream**.

Did you know?..... DSA recruit throughout the UK and overseas including Middle East, Far East, USA and Europe.

We are fully qualified to provide *Psychometric Assessment*

We recruit for both SMEs and global PLCs across a wide range of sectors

95% of our recruitment is via search (head hunt)

We are often approached to place "hard to fill" roles