



Hiring remotely with no loss of quality

Remote hiring & onboarding process



Continue the search

Recruiting remotely allows you to broaden your search and even speak to a higher volume of candidates where relevant as travel and booking meeting rooms are not a factor.



First stage

Schedule an initial phone call or move to video calling. Keep the same format and structure as usual.



Psychometric

Substitute the human element of face to face with psychometric testing to understand what makes them tick.



Second stage

All tasks and presentations can be conducted as usual via video platforms & apps, meaning no loss of quality or content.



Final stage

For fully remote hires, it is a good idea to introduce other members of the team or meet for a virtual coffee or beer to get to know each other a little better for culture fit.



Onboard remotely

Any e-learning and induction modules can be completed remotely, contracts e-signed and equipment couriered across in time for start date, where inductions can be completed on video calls.

Fully remote hiring strategies are nothing new, with several of our clients already operating via video interview and remote working in order to access the best talent nationally and globally.

Moving to remote interview processes allows more flexibility and, with the enhanced quality of platforms like Skype, Microsoft Teams and Zoom, there really is very little difference between video and face to face (especially when we're avoiding handshakes!)

InfoSec People manage and organise the entire process for you when pivoting your strategy towards remote interviews, sourcing the appropriate platforms, scheduling interviews and ensuring candidate preparedness. Our team are also available to help with every part of the process, from hosting calls and supporting psychometric testing to providing e-sign tooling and guiding onboarding processes.

Tips for effective remote hiring & onboarding



Assess

What are your current plans? If you have great candidates in process, you don't want to lose them. If you have positions to fill, they need filling. Carry on as normal wherever possible.



Trust

Great recruitment partners will continue to work for you in this uncertain climate and deliver the same high-calibre candidates. Let them do the hard work for you.



Hire at pace

The market may seem strange, but now is not the time to slow down. If you see a great CV, book an interview. If you find what "good" looks like, make an offer.



Think differently

If hiring somebody you've not met concerns you, change the way you think about it. Plan extra calls to get to know them over a coffee. Treating it like a face to face process will give you the same results.



Soundcheck

Check your equipment and do an image/soundcheck, especially if you've never used the platform before.



Strong connections

If you know your internet connection is poor in your office, find somewhere to go where it is stronger to eliminate freezing and dropping the call.



Onboarding

For remote onboarding, make sure you know exactly what equipment they will need, down to the last cable, before deploying a courier with a laptop and phone.



Integrate

Treat day one like any other. Send out any welcome packs and gifts you would normally and hold a team meeting online to introduce your newest member.



To find out more about how InfoSec People can **manage your remote hiring strategy** for maximum success, contact our team today for an informal discussion.



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