

**HOW TO GET THE BEST HIRE:**  
**Recruiting Advice from the**  
**Pros**

bambooHR®



**Anita Grantham**  
Head of HR, BambooHR



# Agenda

- A question for the audience
- The state of hiring today
- Finding the right new hire
- “Quiet hiring” best practices
- Eliminating bias throughout the process
- Interview and candidate scoring techniques
- Q&A



**What is the hardest part about finding a great hire?**



**What does the hiring  
landscape look like today?**

**60%**

Of job seekers use online job boards (56% professional social networks, 50% word of mouth)

**10 days**

The amount of time you have to snag a top candidate before they're hired elsewhere

**57%**

Of employees say their company should work harder to be more diverse

**76%**

Of job seekers say a diverse workforce is essential when evaluating companies and job offers

**46%**

Blind recruitment increases women's chances of getting hired by up to 46%

**84%**

Of recruiters believe "culture fit" is important when rating candidates



**Hiring in August 2024 Down  
15% from 2023**

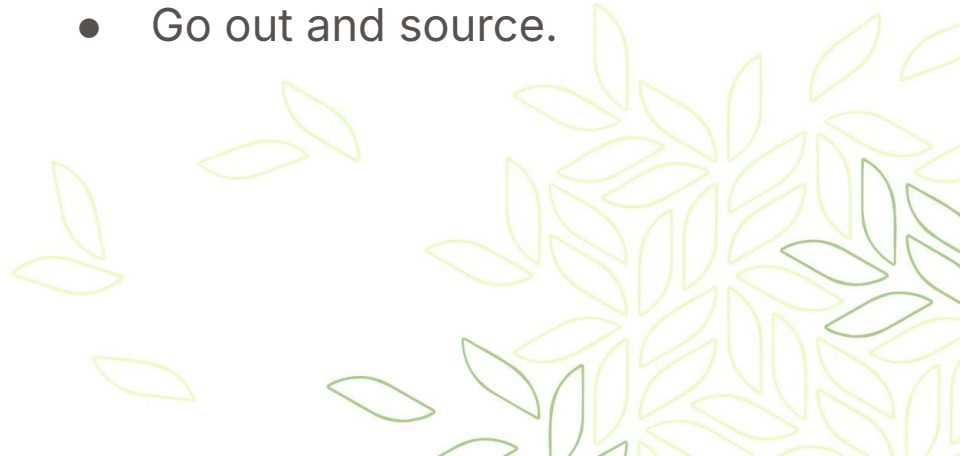
# **Tips for Finding the Right New Hires**





# Top Tips for Finding the Right Hires

- Set a kickoff meeting.
- Write better job descriptions.
- Create a scorecard.
- Rally and inform the hiring team.
- Enlist employees in the search.
- Focus on candidate experience.
- Move quickly.
- Improve your culture and employee engagement.
- Go out and source.



**What is “quiet hiring”?**



# Quiet Hiring Best Practices



- Keep the interview process the same.
- Use what you have.
- Re-engage high performers.

# **Best Practices for Eliminating Hiring Bias**



- Build a standardized hiring process that incorporates inclusive hiring practices.
- Always have an interview panel.
- Set clear expectations with the hiring team.
- Prep candidates ahead of interviews.
- Set diversity goals.

# **Best Ways to Score Interviews and Candidates**



- Create a scorecard that covers two main categories:
  - Competency factors
  - Cultural factors





# Bonus Resources


- Free scorecard template
- BambooHR Data at Work reports
- HR Heroes Community
- HR Unplugged

## BambooHR Workforce Insights

### Monthly Report – August 2024

Welcome to the August edition of the BambooHR Workforce Insights report, where we delve into the latest trends shaping the world of employment.

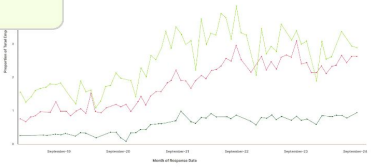
Workforce Insights is powered by aggregated data trends from the millions of admins, managers, and employees who use BambooHR in the US and across the globe.



### Regional Trends: Hiring, Job Openings & Turnover

- North America showed the highest hiring ratio at 3.0%, along with the highest turnover ratio at 2.8% and job openings at 1.0%, indicating a dynamic job market.
- Latin America, while having a lower hiring ratio of 2.4%, featured the lowest turnover ratio across all regions at 1.7%, suggesting higher job stability.
- Europe had a hiring ratio of 2.0%, but Europe had the same hiring ratio of 2.0%, but Europe had a turnover ratio of 2.2%, turnover at 2.1%, compared to the Middle East/Africa.

### US Hires, Job Openings & Turnover



	Hires	Job Openings	Turnover
US	MoM 1.6% ↘ decrease YoY 15% ↘ decrease	MoM 7% ↗ increase YoY 14% ↗ increase	MoM 0.6% ↘ decrease YoY 15% ↘ decrease
Global	MoM 7% ↘ decrease YoY 20% ↘ decrease	MoM 3.1% ↗ increase YoY 4% ↗ increase	MoM 1.6% ↗ increase YoY 19% ↘ decrease

MoM July 2024 to August 2024; YoY August 2023 to August 2024



# Q&A

