

LUCAS JAMES TALENT PARTNERS

5 High Volume Recruiting Tactics



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DISCUSSION OUTLINE

Whether your company has experienced exponential growth, opened a new office, or suddenly lost some employees, sometimes you need to fill many empty roles at a rapid pace.

In fact, this situation is common: a report found that [over a quarter of companies anticipated hiring 100+ people in the 12 months after the survey.](#)

That's where high-volume recruiting, a strategy that emphasizes fast hiring of a high number of employees, comes in.

While it may seem like your need to fill numerous empty roles trumps the need for high-level candidates, the truth is that you don't have to sacrifice **quality for quantity**. If you use the right techniques, you can have both.

1. Use The Right Technology

When it comes to high-volume recruiting, technology **should be a top priority.**

By capitalizing on advanced recruiting technology trends, you can stop wasting time on trivial tasks and focus on the most important aspects of the search.

Artificial intelligence (AI) tools can help by optimizing your sourcing, screening, and scheduling processes. These tools can do everything from taking the bias out of candidate selection to determining the upcoming availability of candidates.





2. Create An Ideal Candidate Profile

To narrow down your search quickly, develop a **comprehensive candidate persona** before you begin reviewing candidates. If a candidate does not adhere to your established persona, you can eliminate him or her from your current search.

This simple high-volume recruiting tactic empowers you to boost your efficiency without sacrificing quality.

3. Track Recruiting Metrics

Throughout the high-volume recruiting process, be sure to track the sources of your hires.

Once you have gathered an ample amount of data, analyze the sources to determine which channels should receive the bulk of your advertising budget. You can also track conversion rates to see if there are any steps you can eliminate in the hiring process.



4. Ask For Referrals

Word-of-mouth is one of the most effective marketing tactics for any business initiative, and it works well for recruiting, too. Referrals consume little time and resources on your part and can result in a new network of reliable contacts.

Be sure to offer employees a small bonus for referring professionals, if the referrals are hired and remain with your company for a designated period of time. Compensation will encourage more referrals.



5. Make it Mobile -Friendly

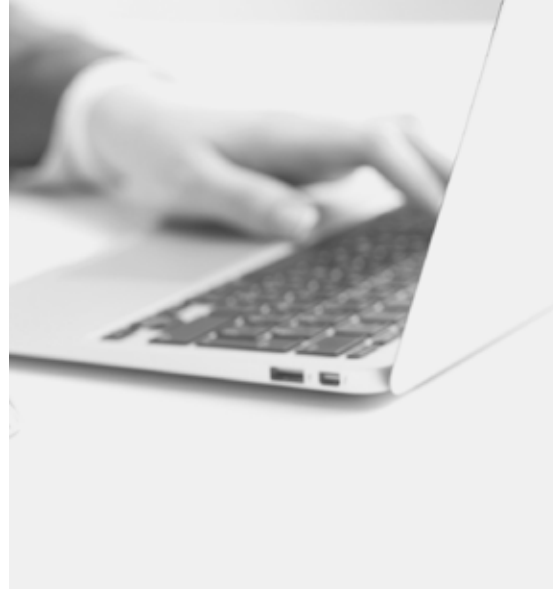
Glassdoor found that 90% of job seekers plan to use their phones during the job search process and that organizations that invest in a strong candidate experience improve their quality of hires by 70%.

In other words, you need to focus on providing a top-notch mobile experience to attract top candidates.

Conclusion

A large number of empty positions can become a source of stress for recruiters, leading them to hire without considering quality.

However, with these 5 high-volume recruiting tactics, you can focus on finding the best candidates for the jobs—rather than simply filling the positions.





We can meet your high-volume recruiting needs—Give us a call

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