

1 **In selection Look for marks of quality.**

An REC member logo or affiliation to another professional body. Audited status shows a premium level of compliance.

Awards nominated for or won will reflect areas in which they excel.

Ask questions about the firm's compliance regime and how they invest in professional development.

2 **In commissioning Think about the longer term talent needs.**

Look beyond just the roles you are hiring for in the short-term. The more you can consider your organisational plans over the long term and plan it into your recruitment strategy the better your outcomes will be.

3 **Treat it as a partnership not as a transaction.**

Those firms that look at their recruitment services as a partner to what they're trying to achieve and design this into their approach to organisational planning get better outcomes than those that look at each hiring phase as a one off transaction.

The more your recruitment partner can get to know and understand your business the better matches they will make. Understand the fee structure and appreciate what goes into the service beyond the candidates they put in front of you.

4 **Invest time in the recruitment process.**

Use the meeting to explain your organisational design and potential future needs, the time to outline your requirements and discuss the job description.

Don't forget to block out the diary time for interviews and decision making in advance.

5 **Be open to advice and compromise.**

Take on board feedback – whether it's about pay or the skillset required, a high standard recruiter will know what's needed to fulfil the brief and what your competitors are doing to gain an advantage. This is where keeping up with the Jones helps.