

NEWSLETTER

FIVE KEY FACTORS in attracting high quality candidates

Why don't the really good candidates respond to your vacancies?

You get a large response but....lacking key skills or experience? job hoppers? poor quality CVs and cover letters? high proportion of overseas applicants? These types of applicant will usually respond to adverts - however they're written. The best candidates are harder to catch.

Consider this: Your ideal candidates are employed, and probably treated well - just as your staff are - they are likely to be the best in their team or division. When they look at vacancies they are choosy. They don't apply for every vacancy that matches their skills - *only those that offer more.*

So what are they looking for?

If you hope to attract quality candidates you need to respond to their motivations - there are FIVE KEY FACTORS that motivate people in their careers - it is essential that you respond to these factors

Money ~ Security ~ Status ~ Responsibility ~ Lifestyle

Highlighting as many as possible of these motivating factors will transform a 'so what' average advert into a highly attractive career opportunity that will interest a far better calibre of applicant. **To see how to incorporate these factors to best effect SEE THE FULL ARTICLE on our website. [Click here](#)**

Managed Advertising and Selection Campaigns

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High success rates

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INTERVIEWERS RESOURCE PACK

From Allen Training Associates:

We are so impressed with this - we just have to pass it on!

The Interviewer's Resource Pack gives you the tools you need to identify the competencies for the job in question and how to find out if your candidate has those skills.

A handy, simple to use pack of competency based questions that can really enhance your interview technique - especially for non HR Interviewers
Order now: £86 + VAT

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Intrigued? Is there really a better way to work out the recruitment puzzle?



ARV Solutions work in close partnership with clients who are serious about gaining a leading edge through their staff.

We work primarily in construction, engineering and technology industries for technical, management and sales roles.

Want to believe there is a better way of solving the recruitment puzzle and reducing your recruitment costs?

call now: 0117 9083173

**call Jim Roach on 0117 908 3173 to arrange a meeting
or email: jim.roach@arvsolutions.co.uk**