



**Expense Reduction  
Analysts**

**Recruitment Review  
Covid-19**

Has the COVID pandemic impacted your organisation structure, causing you to consider how to recruit when it's all over? Do you need to consider more innovative ways of recruiting the right staff to fit the new organisation? Will you be facing considerable cost in the rebuild of your teams?

We are about to enter one of the most challenging times in rebuilding our businesses to ensure we return to levels of productivity pre-pandemic. That will require us to recruit, motivate, and develop our most critical resource, our people, in order to reach sustainability and restore appropriate levels of profitability.

#### Questions to consider...

1. **When was the last time you went to the market for recruitment services to ensure you're using the right model, the latest cost-effective technologies and market-related pricing?**

A significant component in recruitment is how your company's employee value proposition (EVP) is perceived at the interview stage. As we emerge from the pandemic, your EVP, coupled with your hiring managers interview skills, must position your firm as an Employer of Choice.

2. **Do you need help with defining business requirements and the writing of an RFP?**

Too often, tenders are released to the market, with a request for rates and processes alone, without any focus on sourcing strategic partners who will help you build the right talent pool, for both now and into the future.

3. **Should your recruitment be centralised or decentralised?**

Is your HR department responsible for recruitment, and if so, does that prohibit them from developing your people and culture? Have they got the knowledge of every role across the whole organisation, or should that be left to the specialists?

4. **How do you know you are getting a balanced, market-leading contract from your suppliers?**

Once your provider(s) have been appointed, it is essential to manage and audit their performance to ensure they deliver what they promised, and hold themselves accountable to do so, secured by SLAs and rebates.

**Expense Reduction Analysts can assist.**

For more information please contact

Brett Hay

M: 0419 796 054

E: [bhay@expensereduction.com](mailto:bhay@expensereduction.com)

In: [linkedin.com/in/brett-hay-7ba0824/](https://www.linkedin.com/in/brett-hay-7ba0824/)