

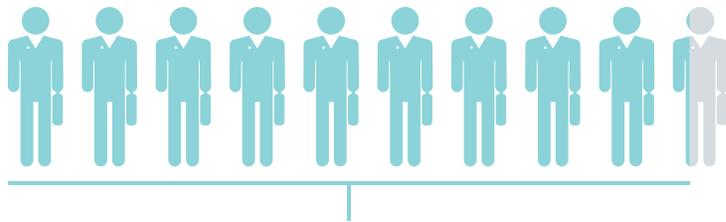
newton

# How to Hire a Recruiter eBook!



**There is a new normal in the world of corporate recruiting.** Talent acquisition is one of the most rapidly evolving processes in the business world. Recruiting tactics have evolved. Job candidates are displaying new behaviors. Once closed networks are wide open. Today, it's less about processing people and more about leveraging technology, relationship building and managing information. Now more than ever, it takes talented corporate recruiters to find talented employees.

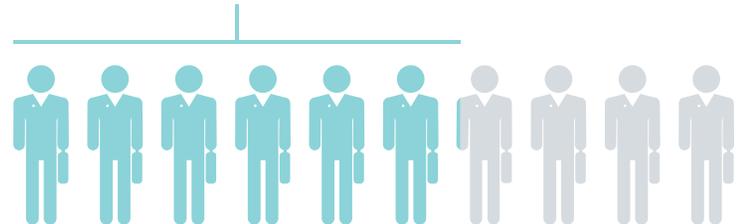
According to a recent PwC Survey, 93% of CEOs find that they need to change their strategy for attracting and retaining talent. The same survey found that 61% don't know where to even start.



**93%** of CEOs find that they need to change their strategy for attracting and retaining talent.

BUT

**61%** don't know where to even start.



**We suggest starting with hiring the right recruiter.** Too many companies make costly mistakes by not vetting their recruiters properly. This leads to a lot of inefficiency, wasted time, wasted resources and diminished credibility. Hiring the right recruiter for your company has become more important than ever. But how do you know if the recruiter you're interviewing is going to be successful?

**We've been thinking about this topic for nearly 15 years.** We've been recruiters. We've grown a recruiting business to over 130 employees. We've hired and trained tens of dozens of recruiters (agency and corporate). Over the last decade, we've developed and refined our own formula for how to hire a recruiter. The most competitive hiring economy on the planet, Silicon Valley, was the crucible for this successful recipe for how to hire a recruiter.

**Early on we made the typical hiring mistakes.** We went with our gut. We were right sometimes, but often enough our guts were wrong - really wrong. After some headaches and a few heartaches, we grew tired of guessing if people were going to be successful. So, we got scientific and tapped a team of industrial psychologists to develop a selection methodology for choosing recruiters with the greatest likelihood to succeed.

Here's how to hire a recruiter.

**First, we had to figure what qualities to look for.** The psychologist's team conducted a series of tests to distill the traits that made our top performers tick. We learned that in our environment (fast-paced, high volume, technical) self-confidence, flexibility and focus were the top three traits that all of our best recruiters had in common.

**Next, we developed an interview guide.** The guide, with an accompanying scorecard, mapped behavioral interview questions to each of the key traits. The benefits were clear. Our interview teams were focused, confident and well trained to identify recruiting talent.

**Finally, we tested every finalist for every position.** Working with the industrial and organizational psychologists, we developed a series of assessments to confirm what we thought we learned during our interviews. The results were evaluated by the PhDs and you couldn't get approval for an offer without even sharing the test results with our CEO.

**The system and the science worked.** Our new hires consistently displayed negative emotionality and self-confidence to recover from rejection. They were flexible and therefore able to manage ever-changing projects and priorities. And, they were able to remain focused despite being bombarded with massive amounts of information every day.

## NOW YOU TRY IT!

If you're like most recruiting leaders, you spend 90% of your time serving your clients. It's tough to find the time develop a strategy to hire a recruiter.

[Download the Newton eGulde: How to Hire a Recruiter](#) and get a list of our top interview questions, a trait analysis and more.

Newton is a leading provider of cloud-based hiring software that's specifically designed for small and medium-size employers.

Optimized for use on any mobile device, tablet or computer, Newton meets users where they are at.

Easy to read recruiting dashboards provide real-time status to HR, recruiters, and hiring managers. Plus, award winning customer service ensures the success of every employer.

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