



**Real Relationships
Producing Real Results**

Legal Searchlight

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The AVS Top 5:

You're a TOP hiring organization if....

- 1. You foster a culture of excellence.**
- 2. You always focus on hiring even when you have no openings!**
- 3. Your career website is marketing driven.**
- 4. You actively court top candidates.**
- 5. Your recruiters are considered business partners not clerical workstaff.**

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Looney Laws:

In California it is illegal to set a mousetrap without a hunting license.

Is Your Hiring Process Working Against You?

Many of our clients ask, "Why is it so hard to consistently hire top people"? The problem may be a simple case of limited supply during a period of excessive demand, or it may be an internal one. If it is the latter, a first step is to evaluate your hiring culture and internal processes.

Organizations that consistently hire successfully have a culture of hiring top talent that permeates the entire company. Generally, they have great career websites and excellent outside resources that maximize the number of top candidates; as well as management that is on board to interview and hire expeditiously. They have strong recruiting teams (internally and externally) that work closely with managers and are involved throughout the entire hiring process.

A culture of top talent is one in which hiring is not an afterthought. The entire organization recognizes that human capital is an organization's greatest asset and is focused on hiring the best at all times. Senior executives and managers are committed to the process and provide adequate resources and time.

A good career website is an important tool. Often, it's the first impression a candidate has of your organization. It should be marketing-driven. It must compel and induce people to want to work at the company. And, above all, it has to be user-friendly!

Finally, your organization must foster a good recruiting team—one which is well-managed, has a workforce development plan in place that is continually revised and updated, and has basic metrics to track performance. A good recruiting team also has effective outside resources in place and ready to provide top talent. Good recruiters, both internal and external, can and should be true partners in the hiring process. They should be viewed as experts in assessing talent--involved in all phases and a trusted and valuable resource. The greatest test of their ability is to assess how effectively your recruiting team is able to recruit passive candidates. If it appears to be more luck than skill, you may want to look for a new recruiter.

So, how does your organization measure up? It's the beginning of 2006 and a good time to implement a new hiring strategy or to refine one that is "almost" there but can use some fine-tuning.

AV Search Consultants has been recruiting attorneys for law firms and corporations for the past 20 years.

Our corporate clients range from privately held companies seeking their first counsel to large Fortune 100 corporations in the Financial Services, Pharmaceutical, Manufacturing, Retail, and Real Estate industries throughout the nation.

