

IMPROVING YOUR CANDIDATE EXPERIENCE

Tips for staying ahead in the talent game

Evolution Recruitment Solutions is an award-winning executive search firm specialising in IT recruitment. Our candidate search capability involving our proprietary software lets you gain access to the best-matched candidates in the market.

ADDRESS:

72 Anson Road, #13-01 Anson House,
Singapore 079911

PHONE:

6511 4080

WEBSITE:

www.evolutionjobs.sg

EMAIL:

enquiries@evolutionjobs.sg

Candidate experience refers to how job seekers perceive and react to employers' sourcing, recruiting, interviewing, hiring and onboarding processes. With the competition for tech talents at an all-time high, companies are counting on using their candidate experience to get ahead of the pack, and there are good reasons for them to do that:



The candidate is more likely to apply again



The candidate may be a customer or potential customer



Your brand and reputation in the market will improve



With social media, it is easy to spread word about a bad candidate experience



The candidate is more likely to accept a job offer



Chris Hopkins,
Regional Director APAC

“In a famous case study, Virgin Media conducted a “Rejected Candidate Survey” with people it had turned down for jobs. The results revealed that 18% of them were customers, and around 7500 applicants switched to a Virgin competitor due to a poor candidate experience. This translated to an astonishing £4.4million or S\$7.9 million in lost revenue!”



What is the candidate experience?

CANDIDATE EXPERIENCE

Sourcing

+

Recruiting

+

Interviewing

+

Hiring

+

Onboarding

*Refer to our
Onboarding brochure

Improving your Pre-hiring Experience

Tip 1: Show candidates that you appreciate their time

Make the application process easy for your applicants. Avoid having excessively long application forms.

Tip 2: Keep your candidates updated

Updating them about their application progress lets them know that they are still in the running.

Tip 3: Ask for feedback

Asking for feedback through surveys or other means not only gives you ideas for improvements, it also shows to candidates that you care about their experience.

Tip 4: Provide a proper closure

Provide helpful and timely feedback to candidates. The feedback should be constructive and help candidates be better at their next interview.

*If you outsource your pre-hiring process, ensure that your recruitment partner is dedicated to providing a good candidate experience.

How we help clients

We are committed to helping people and organisations realise their potential. With our deep knowledge and expertise in IT recruitment, you get access to best-matched candidates available in the market. With the best talents on your side, you gain the competitive advantage to bring your business forward.

Contact us at (+65) 6511 4080 to find out more

Working *with* you to create a great [recruitment experience](#)

