

INTERVIEWS AND CAREER MANAGEMENT ARE KEY TO RECRUITING AND RETAINING ENGINEERS AND SKILLED WORKERS

Submitted by: Century PR
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With the current economic climate leaving uncertainty surrounding the employment market, it is vital that bosses use the recruitment process effectively to ensure they appoint the best candidate. It could be the difference between success and failure.

In such times a company's ability to select the best candidate for their firm is more important than ever and can give them a distinct advantage over their competitors.

One problem with engineering companies can be that they can focus solely on a candidate's technical abilities, overlooking fundamental factors – such as the applicant's career aspirations – that may influence whether they will stay with their business long-term.

Instead of assessing what a candidate wants from the job and their motivations alongside their technical competence, companies can simplify the process too much, asking just one question: can they do the job?

All too often this short-sighted approach leads to candidates returning to the job market when they realise there are few career prospects, as they have been recruited to fill an immediate need and realise the company is unable support their long-term career aspirations. Employers can then lose ambitious and highly competent staff and can then incur the expense of another round of recruitment.

To prevent this from happening employers must use the interview process to ensure they not only appoint a candidate that suits their business but also to establish that both parties long-term needs are met from the appointment. Employers must explore both a candidate's competencies and assess carefully what they expect from the role. By doing so they will be better able to match applicants to the available job.

An employer will not retain an employee just by offering the best financial package; a candidate must feel that working at the company will enable them to realise their career aspirations whatever they may be. Otherwise they may be driven by the prospect of development opportunities elsewhere.

One reason many companies often fall down with recruitment is that it consumes management time. Consequently not enough attention is paid to finding the most appropriate employees.

But companies would have the best of both worlds if they would only delegate the sifting of potential employees to specialist recruiters. Fortunately, ATA has been matching companies and candidates within the general and manufacturing engineering market, rail, energy, technical sales and construction industry for more than 40 years.

ATA is a complete recruitment consultancy, offering contingency database recruitment, to the public and private sectors. Its success stems from using highly trained, skills-competent and motivated consultants, who take the time to understand the exact needs of both employers and employees and have the market knowledge and experience to be able to successfully place candidates.

ATA also offers client companies a full consultancy service that not only seeks to comprehend their exact needs, but also identifies the specific tactics that will best meet them. Complementing this, they can provide advice on industry trends, recruitment policy and applicant availability.

ATA carefully assesses each candidate's suitability and skills, and where necessary can advise the client on any job-specific training that may be required.

Whether clients need to fill permanent, or contract positions, ATA can offer the full range of recruitment support services. Having identified specific needs, ATA sets about developing and implementing a solution to meet each individual set of requirements.

As adverse economic conditions look set to continue, such effective recruitment could be the answer to a successful solution.

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For further information contact Century Public Relations on 024 7622 8881 or email centurypr@centurypr.co.uk.