

## Advantages of In-House Recruitment

Sourcing candidates can cost a business a lot of time and money, as every business will face various challenges during recruitment. For example, dull or poorly written copy could present your brand in a negative light, and using the wrong jobs boards could limit the talent pool and cause unnecessary expense.

Also, your company might need to compete with many rivals due to a skills shortage in an industry, which could slow down internal operations or even grind your business to a halt.

The good news is you can simplify the hiring process and reduce overheads by hiring an internal team and investing in supportive technologies, which could prove key to your brand's growth and success.

Learn about the many advantages of in-house recruitment.

### Save Your Business Time and Money

It might shock you to discover that external recruitment agencies can cost an average of 15-20% of a candidate's first annual salary, placing a big dent in your company's profits – and this figure could rise to 30% if a role is hard to fill.

According to Glassdoor, it costs an average of £3,000 to recruit a UK employee, and senior staff may cost much more. Also, the smaller your business is, the more expensive the recruitment process could be, as it will lack the resources of larger, more established brands.

Therefore, it might be music to your ears to learn agencies aren't the only option for hiring employees. Creating an in-house recruitment team and investing in the right tools could potentially save your company tens of thousands of pounds in recruitment over the years, while helping you find the most qualified candidates quickly.

For instance, our recruitment automation software will filter and auto-decline unsuitable candidates for a position, allowing an in-house team to review the best CVs within hours instead of days. It will also prevent unnecessary mistakes common with a recruitment agency, such as hiring the wrong candidate due to a lack of understanding of a business's needs or culture. Moreover, our dependable software will result in a faster time-to-hire, a lower cost-per-hire, and improved recruitment success rates.

### More Career Advancement Opportunities

An external agency is more likely to focus on external hires, meaning it may overlook top talent within the business. However, internal recruitment is the most effective way to reduce your business's cost-per-hire.

For instance, an in-house recruiter may promote an open position to your staff via email, bulletin board, or the company's internal newsletter, preventing the need for ads on expensive job boards.

As the candidate already works for the business, it will also save time and money on a background check, as they likely had one when initially recruited.

### A Quick Hiring Process

Sifting through many external applications and CVs can be stressful and time consuming, even when using an agency. As a result, it will take your hard-working team away from important business tasks, reducing productivity and revenue along the way.

An in-house recruiter will focus on finding the best internal or external candidates for vacancies. For example, they will have access to senior management to discuss **passive candidates** and learn more about their ambitions, conduct, and **previous experience**.

As they already work for the business, you don't need to worry about pre-screening or employee reference checks for promotions, employee referrals, or transfers.

We can also provide helpful tools to remove the tedium of the external hiring process. For example, our recruitment automation software can perform screening on your business's behalf, such as background and reference checks – and we can even send helpful reminders to candidates to complete the task, so an internal recruiter doesn't have to do so.

## Find Top Talent with Ease

Finding top talent is one of the biggest **advantages of in-house recruitment**.

An in-house recruiter can create a database of shortlisted candidates with superb qualifications, helping expand your business's talent pool and find the best candidates in an instant.

As in-house recruiters won't overlook your current employees for senior roles or positions that suit their skills, it could lead to more career advancement opportunities across the business and a better **company culture**. The more opportunities for advancement you provide internally, the more ambitious and hard-working your team will become, boosting the company's success.

Of course, a supportive, aspirational environment will also help your business attract top talent externally when there is a shortage of skills in-house.

There will likely be times when your company has a new role it needs to fill, requires a unique specialty, or needs to find many candidates for various open positions. When you cannot hire internally, you can use reliable candidate sourcing software, which makes it easier than ever to find quality candidates while saving your business time and money.

We can set up automated job campaigns when needed, provide custom job templates and workflows to save time, and automatically move candidates through the hiring pipeline.

Using a combination of internal recruitment and candidate sourcing, you can fill every role with ease without the need for an expensive agency.

## Greater Control of the Hiring Process

An **in house recruiter** will give a business greater control of the hiring process, as they will work exclusively for the brand and can work alongside a human resources team.

As a result, they will be solely dedicated to finding a candidate with the correct values, skills, and experience for your company, and you can set standards for them to adhere to along the way. It is one of many **advantages of in-house recruitment**, as you don't need to worry about their attention being divided between clients during a recruitment campaign.

Plus, our software can decrease boring admin tasks while filtering out unsuitable candidates, making it easier to find the best person for a position.

It will place the hiring process in your business's capable hands while filling skill gaps and vacancies at a quick rate and for a fraction of an agency's fees.

## A Better Company Culture

It doesn't matter if you are using an **agency or in house** recruitment; you must protect the **company culture** along the way. The employee you hire for a vacancy must complement the working environment, support leadership, and effectively communicate with their colleagues and management.

In-house **hiring teams** take the time to learn how a business operates daily and will find the best calibre of candidates to match. As they will know exactly what a company is looking for, they can quickly review shortlisted CVs to find the best candidates to attend an interview.

Once they are happy with their choices, we can make the process much easier with self-serve interview selection and even contract e-signing. It will decrease admin time while proving to a new employee that you run an efficient, professional business, which is bound to impress before they officially join the company.

## **Conclusion**

Finding the best candidate for a role isn't easy, but the right tools and talent can make it a doddle. Don't waste your time on expensive **recruitment process outsourcing**, and create a team of your own.

Our goal is to provide recruitment teams of every size with the software they need to speed up the hiring process, slash overheads, and reduce employee turnover, which is why we provide various solutions to match a company's specific needs.

For example, we understand that many industries, like travel, construction, and hospitality, often need to fill numerous vacancies regularly. So, we provide dependable hiring automation software to save your company time and money.

After setting up a hiring pipeline and automation events, you could receive a steady flow of candidates month after month to support your operations and revenue.

An in-**house recruitment team** can also use this handy tool to auto-decline unsuitable applicants, score and rank candidates to speed up the hiring process, and even automate email and SMS communications, to name a few benefits.

We can help you automate and improve the hiring process, helping you find the best talent at a fast rate. Book a demonstration to learn how we can simplify and humanise your company's recruitment process.