



Net Recruit

Hiring Managers Survey

September 2020

Looking Forward To The Future

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will impact hiring
needs and the way they
choose to recruit.

The results are in.

Last week we surveyed our clients to ask them how COVID-19 had impacted their businesses and recruitment practices. Here is what we found.

Lots of people are talking about how life has changed, or making predictions about how it will.

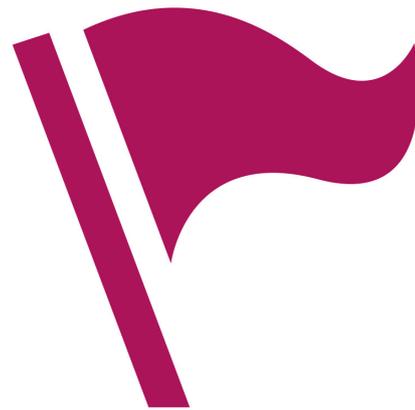
If you look hard enough you could probably find every possibility for the future playing out in somebody's insight or interpretation of the way things will be.

Rather than try to predict, we decided to listen.

Just like everybody else, we have been attempting to steer our business through the challenges of lockdown and sector closures. Now, we too need to find the best way forward.

So we surveyed our clients to find out what was really going on. We looked for commonalities and trends, and we tried to identify how hiring managers, the people on the front line of recruitment, were really feeling about the state of their industry.

We thought that it would be useful to share what we found. And some of the results you may find surprising.



First of all, it's important to say that it's not all bad news.

Hiring managers and recruitment teams generally are feeling concerned. There is clearly a sense of increased pressure around the changing needs of organisations, and what this means for recruitment. But many are adapting, and using the past few months as a catalyst to develop more flexible and pragmatic processes.

One of the biggest worries is around the possibility of a recession.

Having only just emerged from an unprecedented crisis that saw some sectors completely shut down, whilst others went into overdrive, the next 12-24 months don't feel any more certain.

60% of hiring managers we questioned felt under more pressure than before, and 75% said that a recession will impact hiring needs and the way they choose to recruit.

The most obvious impact of a recession on organisations is that employers are recruiting less and making more redundancies.

And, as the market floods with unemployed candidates, we should prepare for an influx of applications.

That's a good thing, right?

Not necessarily.

With more CVs to sift through, there will be more pressure on recruiters' time and the efficiency of selection tools to ensure that only the best matches are going through. **55% of responders to our survey said they were already spending more time filtering and reviewing CVs. We are expecting this to rise even further.**

When overwhelmed by quantity, it is crucial to implement tighter selection screening.

This means learning to write hyper-focussed job ads that are abundantly clear on required skills and competencies. It is also important to know where to place these ads so they will be most visible to high-quality candidates.

Otherwise, tasks like ad-writing quickly become time consuming, when time is at a premium.

If we are facing an economic slump, everyone is going to need a little more support. For candidates navigating the treacherous talent market, and those on the other side of recruitment having to deal with changes in staffing, managing redundancies and potential internal re-structures, it isn't going to be easy for anyone.

The hiring teams we spoke to are exploring ways to create more consultative support networks, utilising recruiter relationships and even reaching out to competitors to share the burden of the next few months.

Where large-scale or retained recruitment requirements may flux in line with the boom and bust of recession, value will lie even more in the 'birds eye view' knowledge of out-sourced recruitment teams or agencies who know what else is going on, where the talent is and how other businesses in the sector are managing change.

This knowledge is paramount for any economic climate, but especially at a time like this, when in-house teams need to stay lean.

And it isn't just the recruitment side of things that internal teams will be challenged by in the coming months.

Recessions also see cuts in budgets, particularly for development and training, and this will impact the way hiring managers are able to support employees.

Hiring managers should deal with this by thinking long-term, rather than tactically in order to make costs more efficient. Most corporate HR departments will be considering freezing or decreasing their annual budgets and there is an enhanced need for leaders to focus on the urgent business critical initiatives.

However HR or hiring also plays an important role in driving organisational performance. Now more than ever before, HR needs to show itself to be about more than making redundancies, by helping the organisation to reduce costs and improve efficiency and performance.

Organisations that intelligently manage talent and communicate with employees honestly, accurately and at the right time will ride the current turbulence and be successful in the future.

Over the past five months HR teams have been a hub for 'holding it altogether' while businesses have disbanded or moved to remote working. They have kept communication going, and provided support for individuals at a time of deep uncertainty.

Now the majority questioned in our survey have said they will be bringing the learning of the last few months with them as they adapt for the future.

45% said they would continue to use the flexibility of virtual viewings and virtual onboarding to enhance the way they interview and introduce new starters.

The biggest surprises from our survey came in the adaptability that responders were showing, and their appetite for change.

80% have recognised that they need more bespoke support and a huge 90% of respondents said that the flexibility of recruitment partners would impact who they worked with and how.

It seems that priorities are changing, and even though budgets are tight, the race to the bottom has been put on pause while focus is put back onto what is really important.

So, what are we doing about it?

Now we have had a chance to listen, it's time for action.

Business worries and concerns will be as individual as the CVs we look at every day. Different sectors and structures will be able to adapt to varying degrees, in, and sometimes out of, their own control.

But we have all been impacted by the past few months.

Personally, professionally, the way we live our lives. It's important not to simply wait for things to go 'back to normal'. The clients we surveyed are taking a far more proactive and positive approach to building more efficient, valuable and meaningful processes and relationships in and out of their businesses.

At Net Recruit we are committed to ‘pioneering people’. We use technology to enable our teams to put people first.

With thanks to all survey respondents, clients, partners and friends who have supported Net Recruit over the past few months, and beyond.

Les Warburton

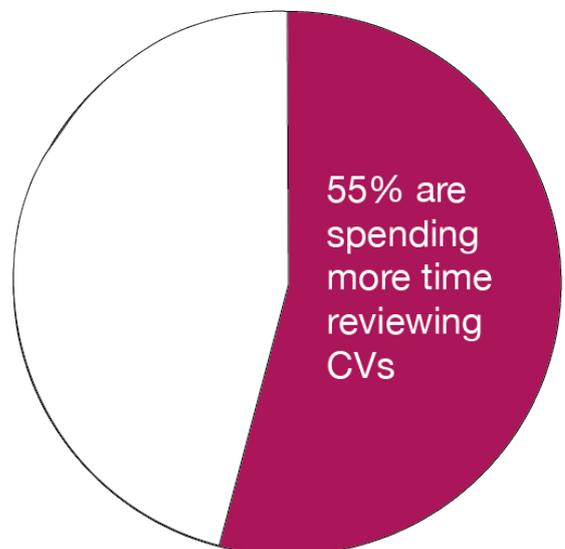
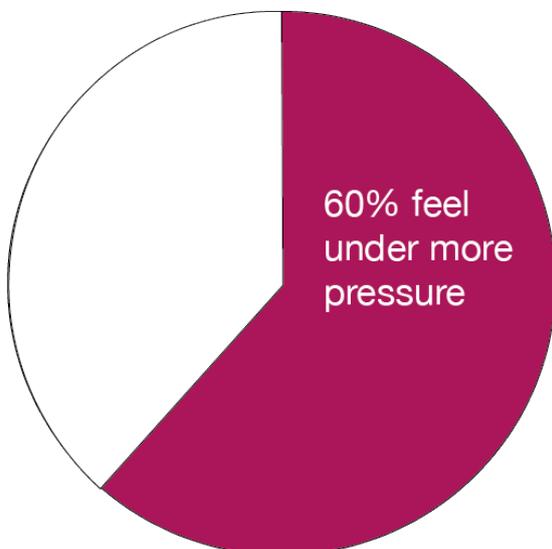
Owner, Net Recruit

At uncertain times, relationships are critical. That’s why we are introducing a new model of support for businesses who need more than online job board management.

Our bespoke partnership service provides in-house teams with the shoulder-to-shoulder support they need with the value and efficiencies of a team who know how to deliver digital solutions at pace.

You can talk to our team about in-house recruitment support, head-hunting or on-line recruitment packages that we adapt to suit your budget, requirement and time pressures.

Everyone has been saying it for a while, but right now it feels more important than ever: **“we are all in this together.”**





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