Next Generation Hiring:

The future of partnering with search firms and positioning yourself as a star in the candidate pool

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Search Firms Defined

- In today's booming economy, there are multiple firms that specialize in identifying top talent in candidates and providing it to hiring manager.

- Important to know which niche areas firms specialize in.

  - Some focus on med device, pharma, biotech etc.

- Hiring Managers: it is important to be available and transparent, as this helps firm to tailor searchers & get the correct candidate on your team ASAP.

- Building relationships directly with Account Managers within the firms leads to better success.

- Search firms help fill direct hire and contract roles within companies.

  - One of the key advantages of engaging a search firm for positions is the service level agreements. Often internal recruiters can be at capacity with current requisition loads, staffing firms have greater capacity with teams of recruiters sourcing and finding talent daily.

Who is ATR International?

- We are headquartered in Silicon Valley and serve clients across the U.S. ATR provides a suite of services including temporary and temp-to-perm staffing, direct placement, and payroll services.

- We understand how to operate effectively within managed staffing programs and have significant experience working with all levels within the organization as well as leading VMS and MSP providers.

- Our clients range from emerging start-ups to large corporations.

- Some of our top clients are in the Medical Device, Pharmaceutical, Life Sciences, & Hospital Industries.

- We place Engineers, Biostatisticians, Scientists, IT professionals as some key examples.

- We work with hiring managers and with candidates on both side of the business.
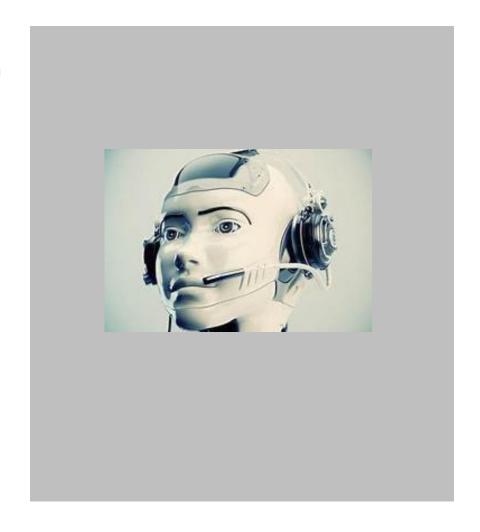
Future of the Recruiting Industry

- Artificial Intelligence (AI) has been around since the 1950s, but in more recent years has exploded in popularity with companies and consumers alike.

- While some may fear the dawn of our artificially intelligent friends, many different industries have a good reason to be excited and interested in pursuing an AI-based strategy for improvements to the company workplace.

- For instance, AI can help out with HR and Recruiting, making it easier to more efficiently manage your candidates and contractors. In light of this, AI technology has been making huge advances in how it is able to help out with the recruitment lifecycle process.

- Candidate screening, engagement, interview scheduling and new hire onboarding are just a few of the ways AI has started to be utilized in the staffing industry.

Smart Assistants and Recruiters

- In the future, we may see the recruitment industry undergo a major shift towards "Smart" Assistants that are useful for making certain tasks easier for recruiters and Account Managers. Many administrative tasks are required to be completed by candidates prior to being submitted, interviewed and/or being hired. Often times, recruiters must constantly remind candidates to get their required tasks completed, and it ends up being hugely inefficient.

- These Smart Assistants work to make this process more efficient by sending out consistent reminders for candidates to complete their tasks. Chatbots can be programmed to send out daily or weekly reminders about important tasks that need to be done, or have yet to be accomplished. These notifications could be sent over text message, phone call or email. By acting as a middle man, the Smart Assistant is able to help reduce the burden of frequent communication with their candidates to remind them of their tasks.
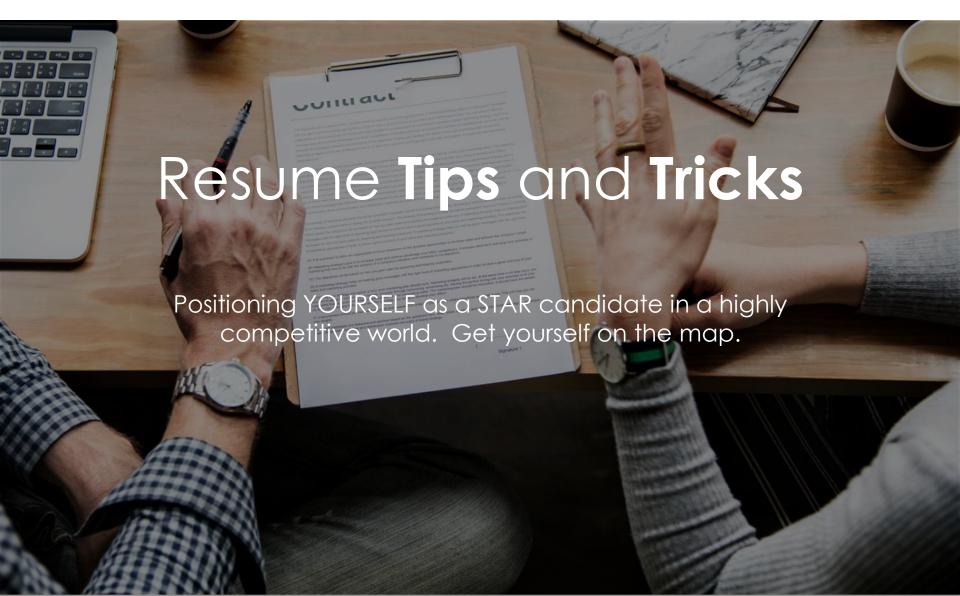
The Big Data Advantage

- With AI analysis, firms can score talent based on past history, such as length of time in their jobs or career path, which can then be used to make better and more informed decisions in the future. This kind of analysis can show a company data that includes employee attrition or failure rates and the likelihood of them getting a certain type of job, or staying with it.
  - Past contractor history and other contextual data can be mined by AI and used as a valuable source of knowledge for staffing firms. This can help firms make better personnel decisions regarding promotions and retention, and also where best to allocate resources for jobs needing to be filled.

- The impact that AI will have on the staffing industry is going to be monumental once adapted. Fortunately, most human beings prefer working with other human beings, so the demand for recruiters will also always be strong and irreplaceable. Think of Artificial Intelligence as an augmentation for recruiters to make their work easier and more efficient in business and hiring.
  - AI will free up recruiters to spend their time speaking more with candidates and clients, developing better relationships with both. AI is a fascinating field that truly has the ability to help improve the staffing workplace.

- Before everyone WORRIES about Artificial Intelligence replacing YOUR job, here are a few stats:

The least safe jobs

Telemarketer	Chance of automation **99%**
Loan officer	Chance of automation **98%**
Cashier	Chance of automation **97%**
Paralegal and legal assistant	Chance of automation **94%**
Taxi driver	Chance of automation **89%**
Fast food cook	Chance of automation **81%**

Resume **Tips** and **Tricks**

Positioning YOURSELF as a STAR candidate in a highly competitive world. Get yourself on the map.

Resume **Defined**

Noun: a) a summing up; summary. B) a brief written account of personal, educational and professional qualifications and experience, as prepared by an applicant or job.

Resumes and **Beyond**

- Do's and Don'ts

- A Focus on Words

- Interview Prep

- Linked-In – Your Virtual Resume

The **DO's!**

- Font- Professional and easy to read

- Format- Organize appropriately and keep consistent

- Highlight technical skills and achievements/certifications

- Tailor to the position you are applying for!

- Keep experience within each role specific and concise

- Use metrics and examples of performance and impact to quantify your accomplishments

- Contact info

- Review, Review, Review!!!

The **DON'Ts**

- Make typos/grammatical errors

- Misrepresent yourself

- Have an unnecessarily long resume… It is not a story but a summary of your experience

- Use an unprofessional email address

- List professional references on your resume

Power of **Words**

GOOD	POOR
Improved	Hard Working
Initiated	Dabbled
Created	Unemployed
Devised	I, She, He – (Just state facts- don't refer to self)
Incorporated	Responsible for…
Supervised	Successfully

Interview Request – **Now What?**

- Dress to impress!

- Reasons for leaving other roles?

- Must be able to speak to EVERYTHING on your resume

- Prepare questions

- Research the company

Linked-In: **The Virtual Resume**

- Put in time! People will seek you out!

- Customize your URL

- Personalize your headline

- Summary of past roles

- Show your personality

- Show achievements, volunteer projects and mention additional languages

- Profile Pic: Clear and Professional

- Recommendations are valuable

- Manage endorsements

- Be an active Linked-In member!

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    - Nashville, TN
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