



Value based recruitment process

Our value based recruitment process

Recommended 



Employer Branding

We never source for candidates! We truly believe that the only way to get long term value with recruitment is to work with employer branding. Make an effort writing engaging job ads, get it out there and let your candidates come to you. Your process should sieve both ways.

Requirement profile

It doesn't matter how many times we've recruited for the same role - we never skip this very important step. We answer the questions: Why do this role exist? What skills & behaviors are needed to accomplish that goal? What do they mean & when do they need it? We then kill our darlings & bring with us the most important things to measure throughout the process.



Screening

We call the candidates we believe have the best profiles. This call is for the candidate to know more about us, and for us to check off the basic requirements.

Competency based interview

We ask the candidate for examples of situations based on the behaviors identified and described in the requirement profile as important to succeed in the role.



Case & Values

We give the candidate a case to prepare for. The case is based on a common problem that they would be faced with in the role. It requires the candidate to make some assumptions, realizing what they don't know and need to know, and then present how they would go about solving it.

In this step we also focus on our values, and ask the candidate for examples of situations based on our well described values.



Some key points

- The candidate should never answer the same question twice. Each step should have a predefined focus & measurement point
- We trust the process - no one's opinion or gut feeling is bigger than it
- Speed! A candidate should never wait for a decision. When trusting the process the decision is actually pretty simple



About us

We provide tailor-made solutions based on your organization's current needs and future aspirations. Recommended By supports you in every step from building a strong employer brand in order to attract your picky talent, help recruit for faster growth by creating a value-driven and strong employer experience. We also enhance self-leadership across your company to make your people and business thrive.

We enable new ways of working that increase employee engagement and know-how within HR – this is what makes us recommended by.



Vision

Making every organization recommended by their people.

Get in touch

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Recommended 



Martin kullberg

Head of Talent Acquisition

Recommended by have really challenged our processes and structures, and recruited an impressive amount of new competence.

Marie Lundberg

Head of HR

Short-term, we received a partner that quickly understood our needs and helped us find candidates from day one. In the long term, our recruitment process is now more effective and agile. Instead of just delivering a candidate and then leaving, we are very happy that the extensive knowledge and experience of our partner stays within our organisation.



Mattias Wiking

CEO

We have worked closely with Recommended by to create our company's guiding principles, our vision and our mission. It's been a great journey that the whole team has appreciated, and we have learnt so much along the way. To be able to make sure we're all leveled with each other in terms of where we are now and where we're heading in the future, couldn't be more important!

