

Remote Processes With Ellwood Atfield

We have received a number of enquiries from clients who wish to continue their hiring processes, but given the unprecedented circumstances of self-isolation/restricted travel etc in relation to Coronavirus, are uncertain about how best to proceed.

Many of our clients are happy to conduct a fully virtual interview process in order to avoid hiring delays, but others have voiced concerns around proceeding to offer stage without having met the preferred candidate in person.

We want to reassure our clients that we are continuing to interview candidates via video conferencing and that we can advise around how best to manage an online interview process.

These are our considerations.

Technology

In case you don't already use video conferencing within your business, systems such as Zoom and Skype enable you to conduct VCs in place of F2F meetings.

Candidate Concerns

Candidates who haven't had an opportunity to meet their hiring managers in person or to see the offices where they would work may feel hesitant about accepting a job offer. This means that the offer process needs to be managed carefully. A 'virtual tour' of the office can be helpful to build in, as is a conference call with other peer-level members of the team to give candidates a better feel for the culture and working environment. Make sure you discuss company values and purpose during the IV process, and be clear about how this ties in with your culture, providing as many tangible examples as possible. A better sense of the environment and corporate style will help to get candidates over the line.

Assessing Team Fit

There is no doubt this can be harder to do if there is no informal meet the team or in-person 'chemistry assessment' stage. Also, the time delays of VCs can mean that people are less relaxed as the situation can feel a bit awkward. Ensure you are engaging and focused on the interviewee, and that everybody is respectful of allowing questions and answers to be completed. Try to involve other members of the team where possible and ask your recruitment partner's advice about any concerns around fit – we can help to shape questions that will help to probe this.

Referencing

Thorough referencing is even more important if you haven't met the appointed candidate in person, as it can help to reassure the decision-maker that they've made the correct judgement. To complete oral as well as written references is helpful as a means of assessing personal attributes and previous working behaviours.



As advised by the Government, we will be working from home for the foreseeable future and are conducting all interviews via telephone/video conferencing in order to ensure the safety of our candidates and staff whilst maintaining our level of service.

With regards to the current delivery of assignments, we are operating as usual and are fully contactable by mobile and email.

If you require assistance with current or future vacancies then please do get in touch via 020 7340 6480.

We are always available to advise our clients and candidates around market trends and hiring best practice. We wish EA clients and candidates good health in the coming weeks.

Jules Shelley
Deputy Managing Director