



Sourcing

Human Matters uses specialised, innovative sourcing strategies, tailored to suit your business requirements to maximise results. A dedicated managing partner will map out target markets with you, making suggestions on what sourcing strategies could work for you and have the biggest impact. We can also suggest recruitment and attraction platforms that can be used once the business decides to spin up a Talent and HR team internally. Once this happens, we can train and develop your staff whilst remaining a recruitment and talent strategy partner. We have the networks, the capability, and the capacity to proactively seek out the best talent, rather than just screen applicants to advertisements. We also use the latest AI and search products to proactively approach passive talent.

Screening

Once candidates have been identified, we will take time to get to know them. We use the STAR model, choosing performance-based questioning to ensure the right technical and behavioral competencies match the role and organisational culture. We provide comprehensive insights about each applicant whilst protecting data and remaining compliant with GDPR regulations.

Selecting

We only present candidates that we ourselves would employ. This is where our knowledge of our clients' DNA and our candidates is second to none.

Servicing

Our service doesn't stop once we've filled the vacancy. This is where recruitment differs from Talent Acquisition. We can also support pre-boarding and on-boarding efforts, plan out inductions and ensure people processes are in place that means any team member has the best experience possible. This ongoing service to both candidates and clients is key to our sustained success. Many of our clients today were candidates in the past and will be candidates again in the future.

Check In's

We schedule 1 week and 1 month check-ins with both the candidate and hiring lead to ensure everything is going to plan. We act independently in these sessions, and should there be a bump in the road, we can support both parties on their journey into becoming an established team member.