

A close-up photograph of a hand pointing at a grid of candidate photos on a screen. The photos are arranged in a grid, and the hand is pointing at one of the photos. The background is dark blue.

Embedding a successful Digital Recruitment Process

James Gordanifar
Head of Student Recruitment

Why? The background



Why? Our objectives

Offer a fair and digitally enabled student recruitment experience to support our V2020 ambition of becoming the most favored employer.

Differential
candidate
experience

Superior D&I
and social
mobility results

Enhanced
quality of hire

Improved
efficiency and
pace of delivery

Disrupt the
market

The Candidate Journey – what has changed?

Our new recruitment process is built on the concept: ‘Give. Get.’

This means it’s a two-way street – to reward the candidates for the time and effort they put into their application, they’ll receive useful insights and tips in return. We want candidates to feel informed and supported, whilst also ensuring, the quality and diversity of candidates.

01

Learning about you



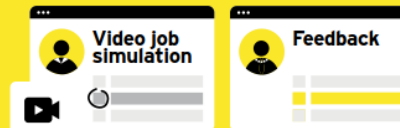
02

Learning for a changing world



03

Learning on the job



04

Learning in person



What is the impact so far?



Lessons learned

Have a “True North”

Involve the business more than you want to

Technology is part of the answer

Small tweaks make a BIG difference

So what's next?

- Lessons from Covid-19
- Predictive capability
- High touch human interaction



Thank you