



Digitising your Recruitment Agency for a more efficient & profitable future.

Surviving and thriving on the back of the COVID-19 crisis is all about keeping focused.

Adapting your business...

Recruitment can be split into four different pillars - to ensure that you are running a successful agency these need to be running perfectly and in unison with one another at all times.

These four pillars are – **Data, Communication, People Management, and Accountability.**



Data



Communication



People Management



Accountability

...to the modern world.

Data.

Recruitment is a person-centred industry. It is all about people and the relationships with and between those people, but where is all that recorded? In your data. Without your data you will lose track of all those relationships, and eventually your business will fail.

Communication.

As we have already stated, your business is completely person-centred – which is why maintaining your outstanding levels of communication is integral in allowing you to keep those relationships strong. With recruitment being such a fast paced, highly competitive environment, it is easy to be left behind if your communication isn't up to date.

People Management.

In recruitment, the success of your work day relies completely on the people you are communicating with and the relationships you have with them, but it can be difficult to know how to manage, lead, and monitor your people to maximise their output.

Accountability.

In a Recruitment Agency you and your team are responsible to try your utmost to achieve the targets you have agreed upon with your client, be it finding them a job in a certain sector, searching for learning opportunities, or any other task. To guarantee this takes collaboration and accountability from you – to try your hardest for the client to the agreed parameters - and the client, to outline the parameters of what they are hoping to achieve with the help of the agency.

Recruitment is data.

How does the new digital world we live in impact the safety of my data?

It is imperative that you provide your team with easy access to data and systems to enable them to remain effective. This has led many teams to adopt a variety of tools, services, and methods of working that they otherwise wouldn't have dreamt of employing – especially not at the speed at which they were forced to adapt. In taking these steps have you unwittingly opened the floodgates to threats that could jeopardise your data?

As much as Recruitment Agencies are familiar with GDPR and the importance of data security, when remote working is added to the equation there are many more security concerns that need to be considered.

These concerns include:



Personal Equipment.

Staff using personal equipment when working from home which may not be secure or backed-up.



Personal Data.

Data may be lost, become corrupted, or be stolen.



Data Compliance.

Compliance to regulations, such as GDPR, can become impossible to maintain.



Data Control.

Data may be shared or stored in uncontrolled, insecure locations outside of the company's control.

With the busy, hectic, environment that is a Recruitment Agency, files need to be readily available and easily shared whilst still remaining tightly controlled and monitored.

Communication is integral.

As we have already stated, your business is completely person-centred.

Which is why maintaining your outstanding levels of communication is integral in allowing you to keep those relationships strong. With recruitment being such a fast paced, highly competitive environment, it is easy to be left behind if your communication isn't up to date.

Relationships that have taken weeks, months, or maybe even years to build can be severely damaged or - in the worst-case scenario – lost forever, if your two-way communication isn't reliable. It can also lead you to miss opportunities to vet candidates and can even mean you struggle to manage and direct your team effectively.

How do I identify the strengths and weaknesses of my communications?



How often are my team communicating with clients, and where is that recorded?



How are my team communicating with, and interviewing, candidates?



How are my team communicating with one another?



How much time is lost conversing and exchanging information via email?



Can my team still make and receive calls as though they're in the office?

People equal success.

Your work day relies completely on the people.

In recruitment, the success of your work day relies completely on the people you are communicating with and the relationships you have with them, but it can be difficult to know how to manage, lead, and monitor your people to maximise their output.

Reliable people management is integral - without it you run the risk of poor sales performance, weak client delivery, and (arguably the worst of all) your reputation being dragged through the mud.

How does the new digital world we live in impact your ability to manage your people?

The recent trend in remote working has brought about a massive change to the way we work, and remote working has increased up and the down the country at an unimaginable rate, so if you are struggling to manage your remote workforce you are not alone. We all know the importance of managing your team – if it isn't done effectively then you run the risk of missing deadlines, emails going unchecked, and processes not being undertaken in a timely and diligent way - this will all have an effect on your business's reputation and standing in the world of recruitment.

Where can you identify the strengths & weaknesses of your people management skills?

Surviving and thriving on the back of the COVID-19 crisis is all about keeping focused. It is a very uncertain and anxious time for recruiters, clients, and candidates alike so anything you can do to lessen that anxiety can only be good.

Start thinking about the following questions regarding your people management:

- Do I know what my team are doing?
- Can I keep track of their work output?
- Can I monitor time spent in different applications?
- Are they doing what I need and when?

Collaboration & Accountability.

Your team are responsible.

In a Recruitment Agency you and your team are responsible to try your utmost to achieve the targets you have agreed upon with your client, be it finding them a job in a certain sector, searching for learning opportunities, or any other task.

To guarantee this takes collaboration and accountability from you – to try your hardest for the client to the agreed parameters - and the client, to outline the parameters of what they are hoping to achieve with the help of the agency.

How does the new digital world we live in impact your ability to be accountable?

In the modern world there are a variety of ways to ensure that everyone remains accountable to their remit, there are task management applications on the market that will allow you to outline the tasks that first - your client needs to do, find a sector that interests them, a wage that they are hoping to get, a location they are hoping to work, etc, for example.

For you and your team the same task management tool can be used to ensure that you stick to those parameters. There are a variety digital tools that can help you, your team, and your clients stay more accountable you just need to look for them, this can be a difficult task and assistance may be needed to ensure you get the right ones for you and your team.

We keep mentioning that you may need assistance, but what help is out there, and what can they do for you?

That's where we come in.

The winning solution.

Our team of experts will assist you in adopting the right tools for your Recruitment Agency. We will implement and maintain the tools to guarantee advanced levels of data security, communication, people management, and accountability within your business.

Security is not a luxury but an essential part of protecting any business in the digital age - this is why we take a security-first approach and it is this, along with our expertise in modern interactive tools, which allows us to make a guarantee to you that your communication, levels of people management, and ability to ensure accountability will increase, in turn allowing you and your team to be more productive.

We will educate your employees to ensure they are making their best efforts to guarantee the security and success of your organisation.

Digitise your recruitment agency with our help.

We go above and beyond in helping our clients and their teams get much more value from their technology by providing knowledge and training whenever needed.

We guarantee that our clients always come first, with a straightforward approach that reinforces a strong relationship between our team and yours. Contact us now and find out how we can help your business go into the future with a capable team and the correct tools.

Please book a **free, no-obligation discovery call** with an expert member of our team today.

[**Click here to book your
free discovery call.**](#)



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