

Recruitment planning

1. Identify hiring goals
2. Determine open positions and understand job requirements
3. Define the skillset you desire candidates to possess
4. Calculate recruitment budget
5. Refine employee value proposition
6. Identify and eliminate potential hiring bias
7. Create inclusive job description
8. Develop sourcing strategy
9. Source potential talent
10. Screen and interview candidates
11. Making equitable job offer
12. Create inclusive onboarding process

Recruitment Strategic Planning Guide California

SA Adler



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