

Now that everyone has settled back to work after the festive break, it's time to look at your recruitment plans for 2023. For many companies, including those in the construction engineering sector, recruitment can often be a knee-jerk reaction either because an employee leaves or because of a new contract.

Naturally if your company is planning for growth over the next 12 months, staffing needs to be on the agenda. But even if you expect your existing team to remain around the same number of employees for the foreseeable future, it's worth planning for other eventualities including contract staff. With the current candidate short market - planning is everything!

Having a documented recruitment strategy is a good idea as it can improve technical recruitment decisions; avoiding mistakes because of time pressures and panic. Here's my advice for developing a robust recruitment strategy for 2023.

Building Your Technical Recruitment Strategy

Review

The first step has to be benchmarking where you are now, what skills your business has, what capacity and where you have gaps. Look at everyone within the business and review their responsibilities, skills and attributes, and then look at the jobs your company attracts and what skills and staffing levels you need to deliver these successfully.

Predict

Next consider what skills and resources you'll need this year. That will take into account any gaps currently present and also any plans to grow or change the business in the future. With this information you can reassess your existing team to determine whether you have capacity and what roles need to be prioritised for recruitment. This could be permanent hires or contract staff for particular projects and/or skills gaps.

Look within

Also predict what your existing employees may do next. Are they looking for career progression, are they showing signs of making a move? There may be opportunities to meet skills shortages and increase retention by promoting from within. Often it's easier to recruit for a more junior, less skilled technical role, than recruit and on board someone higher up the career ladder. Long term there may also be opportunities to start training and development to enable employees to fill the shoes of more senior staff when they retire.

Plan ahead

You may not be ready to launch a recruitment campaign now, but perhaps you know there's a high chance you'll need to recruit more staff later in the year. Start putting things in place now and you'll find it much easier when you do need to recruit. That means working on your employer brand to attract top candidates to your roles. For more on employer brand and value proposition [click here](#).

Be ready to act fast

Consider too what steps you will need to take if a team member hands in their notice. Running through a few worst case scenarios will help identify the best solutions and put in place contingency plans. The recruitment process has become increasingly protracted in many companies, often meaning there is no time for a hand over between an outgoing employee and a new recruit. Planning will help you act fast and also make the right decisions when recruiting replacements.

Build relationships now

Many people avoid contacting technical recruitment agencies until they have a requirement. However, a successful recruitment strategy means having people on your side that understand your business, company culture, fit and objectives. Having a conversation about your future recruitment plans puts your business in an advantageous position to snap up the best talent on the market when you're ready. Build relationships now, and these could bear fruit later in the year.

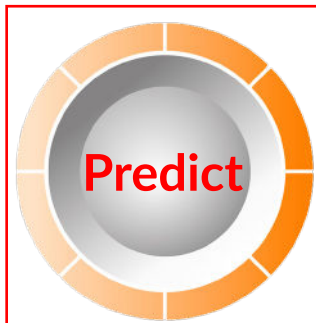
If you would like to have a chat about recruiting in the construction engineering sector and discuss your future requirements, please get in touch. Call +44 (0)1252 413 080.

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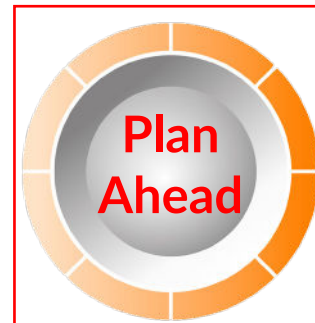
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Your existing employees - are they looking for career progression? are they showing signs of making a move? You may be able to meet skills shortages and increase retention by promoting from within.

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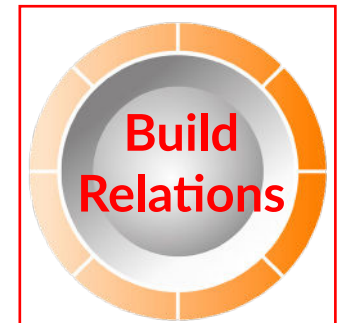
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