



Few things are more costly, difficult and disruptive for a business than employing the wrong person for a job. Because finding the right person for the job can be so challenging, there is much to be gained from seeking the support of a specialist recruitment organisation. In cities such as Brisbane, recruiters like [SmartWorker](#) can source a number of suitable, high quality candidates that have the skills, experience and attributes required for your job opening.

As you set about finding the right candidate for a job that you are offering, keep these tips in mind.

1. Match Candidate Experience with the Current and Forecasted Needs of Your Business

When considering a potential employee, be sure to evaluate their experience in terms of the practical experience they currently have and the experience required to grow your team. To measure this effectively, think carefully about your existing needs, as well as the needs that you expect your business and employees to have in the future.

2. Look for a Candidate with Strengths that Fill a Gap in Your Team

To identify the right person for a job, you need to know where gaps exist in terms of the strengths of your current workforce. There is much to be gained from assessing the strengths of your employees and research how to leverage the talents of your team to maximise productivity and profitability.

3. Look for a Candidate that Fits the Culture of your Organisation

It's important to recruit staff that are a good cultural fit for your organisation. A harmonious, supportive workplace should always be a priority so you should seek candidates that will get along well with others and support your organisation's values and goals. Use the interview process as a chance to learn about and better understand the motivations of favoured candidates. Inviting other staff to feed into the process of formulating interview questions is a great idea in this regard.

4. Check out Social Media Profiles

Doing an online background check of a candidate is wise in this day and age. Even a quick Google search may provide relevant insights into who the person is and whether they are well-suited to working within your business. You should also be diligent about looking through a candidate's social media profiles. Taking this action is not for the purpose of snooping but can help you learn more about the person and what you could reasonably expect from them as an employee.

5. Find the Right Personality Match for the Job

The personality of a candidate is a highly relevant factor for consideration when looking to

Hire the Right Person for the Job with These 5 Ideas

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recruit staff. A candidate's suitability for a position is not guaranteed by the skills they possess; their personality type is a factor that can impact on their compatibility with the organisation, the role and the people they will work with.

Finding the right person for the job is not always straightforward. Hiring the wrong person can be costly, disruptive and uncomfortable and so it pays to approach the selection of candidates carefully and strategically.