

Candidate Compatibility

A guide for employers

**EXECUTIVE
NETWORK
GROUP**



Candidate compatibility runs deeper than who fits in with company 'culture', it's imperative to ensure there is a match between the organisation and the candidate in terms of motivation, remuneration, career trajectory, and so much more. When an incompatible employee is hired, it can have detrimental impacts to not only team morale but also the business. The aggregate cost of a bad hire, specifically a senior appointment is around £50,000 (i). Whilst a bad hire may relate to ability, qualifications or experience, further elements of compatibility are important when making new hires.

This guide explores various methods of ensuring higher levels of candidate compatibility during the hiring and interview process - as well as data from McKinsey & Co and Unum.

FINANCIAL REMUNERATION

Whilst salary is one of the key parts of vacancy advertising, many applicants see the financial package and make a decision based upon that factor alone. There has been debate as to whether salary should be included in the job advert, or if it is something that can be discussed further along the interview process once the candidate is committed. As we navigate through a cost-of-living crisis and the complications the pandemic and Brexit have surfaced, many job-seekers place salary as one of the main focal points when searching for a new position. Of course financial remuneration is a huge factor when hiring, but it is also important to understand which candidates are just in the process for the money, and which will make a lasting impact to an organisation.



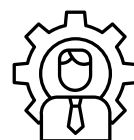
MANAGEMENT AND TEAM

Different leaders have different management styles, and although they may not suit everyone, it is ideal to introduce business leadership to potential hires early on in the process to understand whether the professional relationship will be relatively easy to build, or if there may be tension between any staff members. Meeting the rest of the team is also ideal, to understand how personalities may fit together to gauge an idea of how the business relationship will work when on the team together. Whilst personality clashes are rare and can usually be rectified easily, any larger issues can have a detrimental impact on productivity in the long run.



NATURE OF THE ROLE

Understanding the key skills required for roles that are being advertised is imperative to ensure candidates match those skills. For example, basic qualifications and training. Sometimes it can be down to a personality match, if an organisation was hiring for a customer-facing role, a candidate with an extremely introverted personality may not be suited for that area of the business.



REASONS FOR THE ROLE

The reasons for the existence of the role in the organisation is an important factor when choosing the right person to fill the vacancy, when going through the interview process, by explaining the background of the business, the dynamics of the teams and the role advertised can allow the candidate to gain a deeper understanding of how well they may fit in the role and the business as a whole. For example, if the role has been created to align with business growth, this will suit a candidate with an appetite for progression, or if the role is to cover another employee on leave, this will suit a candidate with a desire for a temporary role.



CAREER PROGRESSION

For many job-seekers, career progression is the most important factor when looking for potential employers. Being stuck in the same role for a long time can become stagnant, whilst many people prefer a challenge when they become comfortable in their role. It is important to understand a candidate's desire for progression early on in the process to make a decision as to whether their goals align with the trajectory the company can offer. It is also worth understanding if the candidate's future fits in with the business vision and whether they will be a match long-term. On the other hand, not everybody wants a challenging career, so for those that are content staying in a similar position, it is worth knowing which candidates would like to progress and which are happy to maintain a steady position.



EMPLOYEE REFERRALS

A great way to hire people that will fit the business well, is to hire through referrals. Lack of job satisfaction is one of the key reasons employees leave their workplace, and candidates are far more likely to drop out of the process if they learn that current employees aren't happy. By knowing someone already in the organisation, candidates can ask questions and gain an understanding as to whether or not they will be a good fit. For referral schemes to work, current employees need to have a good understanding of the business, their ethos, vision for the future, and culture, to name a few. Many organisations offer a financial incentive to staff who refer potential hires, which is also a good way of motivating employees to recommend suitable candidates.



DIVERSE RECRUITMENT

A report by McKinsey & Co found that diverse teams are more likely to financially outperform non-diverse teams by as much as 36%. The likelihood of financial outperformance by gender diversity is +25% and ethnic diversity is 36%. If an organisation had employees of the same age, gender, and ethnic background, ideas are more likely to be similar and become stagnant, whereas people with varied personal and professional experiences are likely to have new, fresh ideas which results in a higher level of productivity.



We know that hiring the perfect person for the role you're advertising isn't as easy as it sounds. There are often time constraints that mean you can't place your entire focus on finding the right candidates and other responsibilities that take precedence. At Executive Network Group, finding your perfect candidate is what we do. We use a unique platform called the 3D Framework® that allows us to use diversity data whilst hiring, as well as ensuring every step of the process is seamless for both your organisation and the candidates you want to see. From the beginning of the process, to the end and beyond, we have more than twenty years of expertise as a business in helping you find the missing piece.

The 3D Framework® powers our core recruitment solutions, and is underpinned by 3 key pillars of recruitment expertise:

Diversity: proven strategies to widen, deepen and strengthen our talent pools.

Data: to evidence and improve our quality of service, to provide diversity innovation and genuine market insight.

Delivery: because robust, outcome-driven recruitment campaigns are what our clients deserve.



For a conversation to find out more, or to see what we can help you with, give us a call on 0121 450 5000 or [click here](#) to register your interest.