



# Executive Search Candidate Management

52% of job seekers have declined a job offer due to a **Poor Candidate Experience**

## Candidate Experience Why it Matters.

1

Candidates often become clients (and vice versa)

2

Increases candidate engagement and the chances of an offer being accepted

3

Increases the chances of referrals and repeat business.

## Interview Preparation



Information on what the interview is going to cover



The job description - ensure they have read and understood the job description



They have researched who they are meeting and the company



That they have 5-6 questions prepared and written down.



### Interview Feedback

Book time in the calendar

Debrief on the interview, the company, the role, the person they met with

What excites them about the opportunity?

What concerns or reservations do they have?

Listen and understand the 'Why'

Share feedback with the client - No Surprises



### Offer Management

Understand the candidates current package

What are their expectations - check they haven't changed

What other interviews/ offers do they have?

What question marks/ concerns do they still have?

Re-confirm timelines

What are their walk-away points?