



Going digital in HR

Simple Steps To Proceed

November 29, 2022

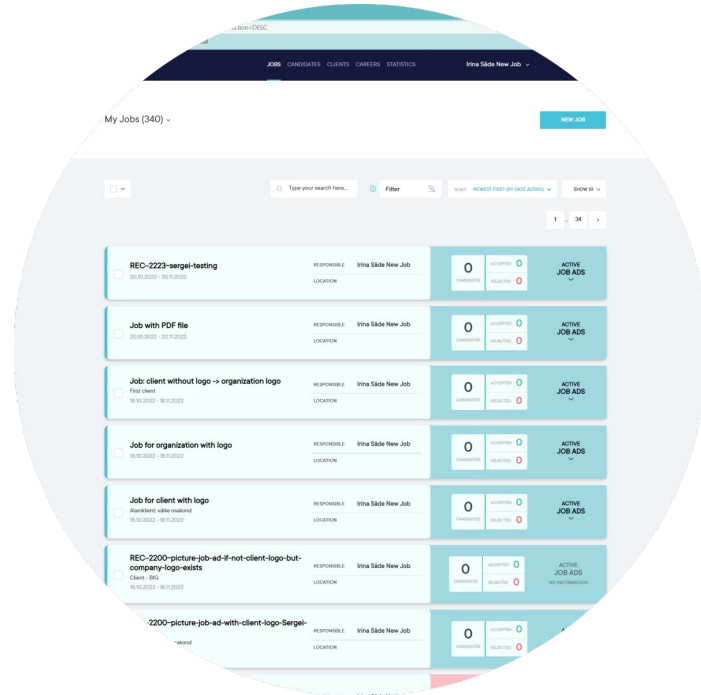
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Today's topics

- Going digital in HR: 10 simple steps
Guntis Kalnis
- Zooming in to recruitment digitalization –
what & why to consider
Marit Alaväli
- Panel discussion
Indrek Sarjas, Guntis Kalnis, Marit Alaväli

Zooming in to recruitment digitalization

What & why to consider



The screenshot displays a recruitment dashboard with a list of job advertisements. The dashboard includes a search bar, a filter icon, and a 'NEW JOB' button. The job ads are listed in a table format with columns for 'RESPONSIBLE', 'LOCATION', and 'ACTIVE JOB ADS'. Each row represents a different job advertisement with various titles and dates.

Job Title	Responsible	Location	Active Job Ads
REC-2223-sergei-testing	Irina Side New Job		ACTIVE JOB ADS
Job with PDF file	Irina Side New Job		ACTIVE JOB ADS
Job client without logo -> organization logo	Irina Side New Job		ACTIVE JOB ADS
Job for organization with logo	Irina Side New Job		ACTIVE JOB ADS
Job for client with logo	Irina Side New Job		ACTIVE JOB ADS
REC-2200-picture-job-ad-if-not-client-logo-but-company-logo-exists	Irina Side New Job		ACTIVE JOB ADS
2200-picture-job-ad-with-client-logo-Sergei	Irina Side New Job		ACTIVE JOB ADS

Some facts from 2022

- 4,8 mln companies use recruitment softwares
- Around 750 softwares in Europe
- The process time can shorter even up to 60%
- Companies want to grow their talent pools 10x
- By 2030 6 mln companies use recruitment softwares



What and why to prepare for (1)

- ❑ How does your recruitment process look like?
- ❑ What problem you are going to solve and for whom?
- ❑ What change will you expect?
- ❑ Who else is part of the change besides HR team?
- ❑ What is the level of computer skills in your org?



What and why to prepare for (2)

- ❑ What are the requirements/needs (HR, marketing, IT)?
- ❑ How much is the budget?
- ❑ How to choose the best suitable provider?
- ❑ How you are going to sell the idea to other parties/management?
- ❑ Who will be the internal ambassadors?



How to choose the best suitable software for us?

INVOLVING ALL THE PARTIES
COLLABORATIVE TOOLS
PROCESS OPTIMIZATION
RECRUITERS WORK EFFICIENCY
MAKING RECRUITERS HAPPY
MEETING SCHEDULING
SOURCING
JOB PORTALS
TIME MANAGEMENT
ATS
FROM THE SCRATCH TO THE END
DIVERSITY RECRUITING
RECRUITMENT ANALYTICS
GET RID OF THE EXCELS
RECRUITMENT BRANDING
ONLINE RECRUITMENT
CHROME EXTENSIONS
INTEGRATIONS



While the prep work has been done

- Select 3-5 providers
- Research them - google, webpage, reviews, referrals, location, data centre
- Meet the ones that **best seem to meet** your needs!
- Ask for a meeting and a demo!



What to ask from the provider?

- Which type of companies they are supporting?
- What is the key focus of their software? Are they more than just software provider?
- How does the implementation process look like?
- If and how do they offer customer support?



What to ask from the provider?

- What are the future plans?
- How do they know if their system is technically strong?
- Do they provide custom made developments and integrations?
- Should I try a free trial or not?
- SLA conditions



Panel discussion



Guntis Kalnins

Business & People Development
Lead, Executive Coach



Indrek Sarjas

Human Resources Director
at G4S Estonia

What to expect in few days

- Invitation to join “Recrur Community”
- Newsletter with the presentations
- Special offer to all webinar participants!





**Thanks for
participating!**

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