

HOW TO SUCCESSFULLY RECRUIT REMOTELY!



Nikolai Mikkelsen,
Executive Director

Julien Gibert,
Senior Executive Director

Michael Page Switzerland

“Hi! Here are my **top 5 tips** on how to find, interview and onboard the right people for your team. Hiring remotely can seem difficult for employer and employee, but with these tips you will succeed.”



YOUR EVP IS KEY: 4 WAYS TO PROMOTE YOUR BRAND

- Have a clearly defined mission, purpose, and set of values
- Share your company journey and goals
- Invest in your external contact points
- Promote a clear company value proposition

48%*
of people look for jobs every day

90%
of people use LinkedIn to find jobs



CAN YOU SPOT A GREAT CV REMOTELY?

It must have

- Key achievements
- Examples of previous experience
- Highlight a unique skill set
- Show how the applicant impacted change

76%
apply for roles that generally match their profile

66%
adapt their CV to some specific roles, because they know it adds value



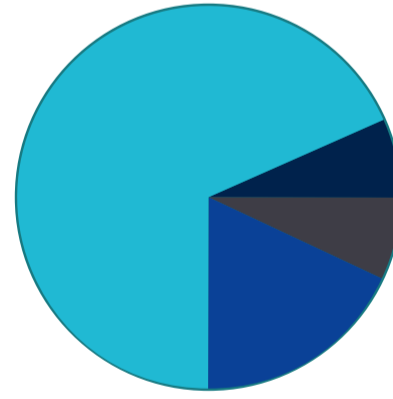
ARE YOU USING VIDEO TECHNOLOGY EFFECTIVELY?

“It may seem simple to interview with video, after all, we use it everyday for work. However, simple mistakes are easy to make. Which image represents your video interview style?”



CAN YOU SECURE THE RIGHT TALENT FROM DISTANCE?

Top tip: use an offer chart, so you breakdown the true value of your offer. This way you can demonstrate how your total investment is much higher than the salary.



- Base salary
- Car allowance
- Bonus potential
- Expenses



ARE YOUR NEW STARTERS READY FOR REMOTE LIFT-OFF?

- Conduct pre-boarding
- Set up their tech
- Make them feel welcome
- Always be available for feedback

“This simple 4 step process will have your newest team members off to the best start possible!”

If you want more details, [download our full eBook on remote recruitment](#) or [contact one of our specialist consultants.](#)

