

Hiring the smart way

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Published: Friday, April 04, 2008

REGINA -- The age of the resume may be over with the help of the newest development in human resources technology from HiringSmart Canada Inc.

"Resumes are dead ... they tell you the stuff about the candidate that is not so relevant, assuming what you are reading is even true," said Jan van der Hoop, president of HiringSmart.

Approximately 35 business leaders and HR professionals gathered in Regina to learn about the new partnership between CMI Campbell McLeod Consulting Inc. and HiringSmart.

van der Hoop said the current HR systems are measuring the wrong things and focusing too much on the quantity of employees rather than quality. HiringSmart is focused on the 'fit' of an employee with the job itself, with the manager or supervisor, the company as a whole and the other team members, he added.

van der Hoop also said the traditional way of applying for jobs with resume does not supply employers with the proper information to hire quality employees. Resumes only supply the 'what' information about the candidate, including education, credentials, experience and accomplishments.

Although these aspects are important to consider, said van der Hoop, they do not determine what makes a quality and lasting employee.

The HiringSmart system allows employers to learn about the 'how' factors, such as how employees communicate and interact with others, as well as the 'who' factors, such as who applicants are as individuals, said van der Hoop



"With the information that is coming through the HiringSmart process, we can start looking at 'fit,'" said Colin Campbell, president of CMI Campbell McLeod Consulting.

The HiringSmart system help employers learn about the deeper attitudes and values of the candidate, added van der Hoop.

The first step of the HiringSmart system is an individual company tailored application form. The answers are then reviewed and potential candidates receive a pre-screening phone call to verify the responses.

Potential employees then fill out an online assessment and chosen candidates are brought in for a face-to-face interview with the employer. A background check is also conducted to ensure that all the information provided is accurate.

In the end, it becomes the employer's choice to offer the candidate a job and begin the training and orientation process.

van der Hoop also stressed the importance of taking these new hiring techniques to the Internet.

"Forty-per-cent of employees find employment opportunities on the Web," said van der Hoop.

In order to tap into these potential job markets businesses must have a "viable and engaging presence on the Internet," he added.

HiringSmart incorporated two years ago and is used in the Central Canada and Maritime provinces. This new partnership with CMI will bring the HiringSmart program to the Western Canada for the first time.

At this stage, HiringSmart is geared towards the hiring companies, but the future may provide opportunities for potential employees to be involved, said van der Hoop.

van der Hoop said he hopes the hiring system will help businesses deal with labour shortages by tapping into the market of underemployed people. He also believes businesses will be able to increase productivity by having the 'right' employee for the job

