

NEW GENERAL MANAGER HIRING CHECKLIST

START WITH A STRONG FOUNDATION

This means being clear on your reason for hiring and the skills, background and characteristics of candidates who would succeed in the role and in your organisation.

OUTSOURCE OR IN-HOUSE

Do you conduct the recruitment process using in-house resource (i.e., HR team) or outsource to an executive search firm?

COMPENSATION + BENEFITS

The package that you assign to the role will be a crucial component of your talent management strategy. An executive recruitment firm can assist with commentary on remuneration packages.

HOW'S YOUR EMPLOYER BRAND?

Employer brand should be firmly on your radar, with emphasis on creating a positive candidate experience.

INTERNAL TALENT POOLS

Often, internal talent can be overlooked for the promise of what an external appointment can deliver. If there is no-one in the business ready to step up to the role, ask why?

BEST PRACTICE RECRUITMENT

Is your recruitment process fit-for-purpose? Now's the time to review.

USE MARKET INSIGHTS

Do you have a clear understanding of the current talent market potential and the expectations of candidates? You may need a talent market map.

WHAT ELSE TO CONSIDER

Interview training for your team; change management to shift the company culture to accommodate the new role; interim role while the search is on for a permanent solution; HR related changes to be considered...