

# TOP TIPS ON REMOTE HIRING

**VIOOH**

## COMMUNICATION IS KEY

"If the role that you are hiring for may be impacted by market conditions, be sure to let candidates know and keep them posted. No news is not better than good news! The way that you treat candidates in this market will make or break your future ability to attract talent. Going the extra mile and giving candidates constructive feedback is not only the right thing to do but will also improve your EVP."

**Liz Dowling**  
Senior HR Business Partner at VIOOH

**Nextdoor**

## GO WITH THE FLOW

"Be yourself at every stage you can and that way candidates will do the same, letting the conversation flow away from the original structure. And if it rolls over the set time, then let it. You are not just hiring another number in the company – you're hiring a person who will be part of your company."

**Tiah Whyte**  
UK Operations Team Lead at Nextdoor

**Farmdrop**

## BE OPEN AND ENGAGING

"I've tried to ensure the role and the work they'll have to do is described clearly at all stages, so there are no surprises for the candidates and to help them self-screen. Plus, rather than running traditional interview and screening questions, I've opted for more casual conversations with the candidates to get a sense of culture and work fit."

**Josh Coxon Kelly**  
Head of Customer Happiness at Farmdrop

**Learnerbly**

## KEEP IT CONSISTENT

"When it comes to interviewing, every question our hiring team asks is clarified on the templates we use. These specify firstly, why we're asking that question, what we're testing for and looking for, and secondly, what elements make a good answer."

**Marie Krebs**  
People Operations Manager at Learnerbly

**Visionable**

## USE THE TOOLS AT HAND

"Make the most of the facial cues of both parties using video, as this will help you to develop a better connection or sense of understanding, especially in regards to challenging questions put forth to the candidate."

**Emilio Benavides-Hazelton**  
Sales Development Executive at Visionable

**LOOK AFTER MY BILLS**

## DIG A LITTLE DEEPER

"My stance on this is very simple: check the cultural fit first and foremost! I think some recruiters don't pay enough attention to it and they go blindly for the experience and skills, whereas I find that people who buy into the company tend to overachieve and create fewer problems. The best way is to ask open questions. If you dig a little bit, you can start seeing their actual personality and view coming out, and then you can decide if that is a person you definitely want in your company."

**Giuseppe Gibilaro**  
Learning and Development Analyst at Look After My Bills

**purr**  
DIGITAL

## STAND OUT FROM THE CROWD

"If demonstrating your company culture and benefits used to be about the workspace, location, and the local pub, then try and identify what still makes working at your company special now. Whether that's potential candidates joining Zoom socials with the whole team, or sharing tips on how to break the video call awkwardness during an interview, there's an opportunity to stand out if you embrace the video communication culture. Swapping to video CVs is a great first step."

**Nick Ellison**  
Founder & Managing Director at Purr Digital

**People Collective**

## STAY ON TOP OF THINGS

"When you're working remotely, regular communication with candidates is key to any process being a success. If you don't follow up fast, or only give limited feedback, it can be a very negative signal to people you may end up wanting to hire. Use the reminders tool in your ATS, or do a sweep of all interviews at the end of each day to keep this on track. When done well, it will build engagement, which is vital to that employee being successful."

**Matt Bradburn**  
Co-Founder at People Collective

