

INFUSE NEW LIFE INTO YOUR JOB POSTINGS



New job descriptions help solve recruiting issues by bringing clarity to not only your recruiters but also hiring managers and candidates.

ATTRACT A-LEVEL TALENT WITH A-LEVEL POSTINGS

Engaging the right talent begins with sculpting the perfect job description. It is your first opportunity to make an impact on candidates—selling them not only the job, but also your company.

The Job Analysis & Design **defines all the dimensions of success for a position and ensures you find candidates who are the right fit.** It helps you attract quality employees and retain them by setting the right expectations for the job. The end result is a **foundation for success in your recruiting process.**

If you do not update your job descriptions as your business and industry evolve, you could mislead candidates about the nature and duties of your positions. An archaic description could also cause you to lose out on A-level talent.

To determine if a job description is accurate, it goes beyond having people review the old job description and make changes. It requires an in-depth look at the needs and desires of the hiring manager, the expectations and realities of new employees, and the duties and competencies of your top performers. To really craft a smart job description, you will need to set the correct expectations while still attracting A-level talent.

We refresh, refine, and optimize your job descriptions so they attract the right candidates by:

- Interviewing hiring managers
- Speaking with top performers
- Analyzing competitors' job postings
- Determining the keyword search patterns of your targeted candidates
- Uncovering hiring issues with the position (turnover, long time to hire, few applicants)



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