

### Making the Offer

So you have found your perfect candidate! However, in today's candidate driven market that is not the end of the story. Candidates are likely to be interviewing at several companies and will often have more than one offer on the table. Therefore, making the offer can be a pivotal stage of the recruitment process. Here are GIM's tips to make the best possible offer!

#### Act Quickly

If you are confident that you would like to make an offer to a specific candidate, try not to delay. A lot of candidates will view the speed of an offer as a sign of commitment. If you can, act promptly and contact your Consultant as soon as possible!

#### Make The Candidate Feel Wanted

Emphasise your delight at having found the right candidate for your role. Ensure that they feel confident about your commitment, their ability to do the role and fit into the team. To make the candidate feel really confident and committed, invite them to meet the whole of their new team and have a few drinks before they start. Allowing the applicant to meet all their colleagues, will make them feel secure.

#### Sell the Offer

Any prudent job seeker will weigh up all aspects of an offer before accepting, especially, if there are several offers on the table. It is essential that you emphasise the most appealing aspects of working for your company.

Emphasise the benefits offered in the position's package (pension, health insurance, car allowance, bonus, holidays etc) as in today's market these can act as a decision point for candidates.

#### And finally....

Once the offer is accepted, send out the documentation as soon as you can. A lot of candidates start to panic if they accept an offer and don't receive documentation after a few days. Show the applicant that you are organised and dedicated by getting the paperwork out promptly.



**MAKE THE INTELLIGENT CHOICE TODAY AND CHOOSE GIM!**

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