

Insights from the Panel

We hope you enjoyed the Recruit & Retention: Beyond the Resume panel event, and we thank you for being part of the conversation.

Facilitated by Craig McGregor from Hunter Recruitment Group, the panel brought together local experts in recruitment, HR, and workforce development to explore what truly drives employee engagement, loyalty, and long-term success. Here are some of the **key takeaways:**

Smart Use of AI in Recruitment

- AI tools can help craft well-written job ads.
- LinkedIn is a valuable tool to research and head hunt.
- Instinct and human judgment are still essential to identify the right candidate fit. As the business leader, you must be part of the process.
- Recruitment agencies give businesses access to a wider talent pool, including candidates who may not respond to traditional advertising channels but are actively sourced through the agency's networks and expertise.

Understand the Competitive Landscape

- Maitland businesses often compete with Newcastle-based employers.
- Pay and benefits remain the biggest drivers in attracting talent.
- Industries like mining, construction, aged care, and health heavily influence recruitment dynamics.
- Economic uncertainty affects job security and candidate behaviour.
- When the economy is unstable, people seek stability—employers must respond with clarity and reassurance.

Go Beyond the Resume

- Dig deeper into what candidates really need and where they are in their career lifecycle.
- Align roles with their personal and professional timing.

6. Create a Strong Employee Value Proposition (EVP)

- Ask: What can your business offer the employee?
- Strong leadership and management are key to retaining top talent.
- Promote your business core values authentically. Do they align with the work you do?
- Use LinkedIn as a powerful tool to build your employee value proposition to prospective employees. They will search for you too!
- Use social media to present your brand professionally—but with realness!

Tailored Onboarding & Inclusion

- Ensure you have a consistent onboarding process.
- Make a genuine commitment to helping new hires feel included and valued from day one. Allocate a buddy, check in on them regularly.

8. Retention Starts Before Exit

- Conduct stay interviews, not just exit interviews.
- Understand what keeps your team engaged before they consider leaving.
- Engage a HR specialist to get you on track.

9. Glassdoor is Coming

- Prepare for platforms like Glassdoor, where employees can rate employers.
- Reputation management will become increasingly important.

MOST IMPORTANTLY
High staff turnover often signals
leadership issues.

INVEST in LEADERSHIP

Thankyou to our panel!