

# 6 Steps to Transform Your High-Volume Recruitment

## # 1 Work on your employer branding



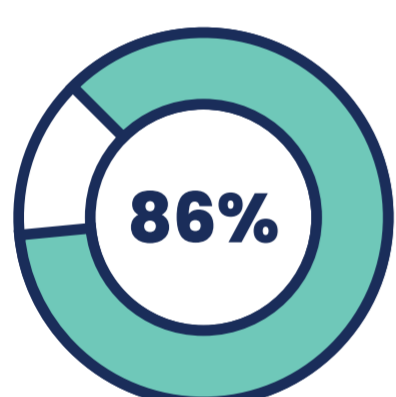
Company reviews help **86% of candidates decide where to apply for a job**. Working on your employer branding helps reduce turnover and attract the best candidates.

## # 2 Elevate your presence on social media



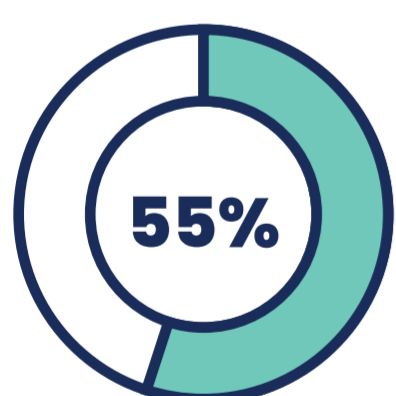
We all know how important social media is for business, but for recruitment? Just as important. Nearly **40 million people search LinkedIn** for jobs each week, and **recruitment through Instagram doubled** between 2017 and 2020.

## # 3 Make the mobile experience a priority



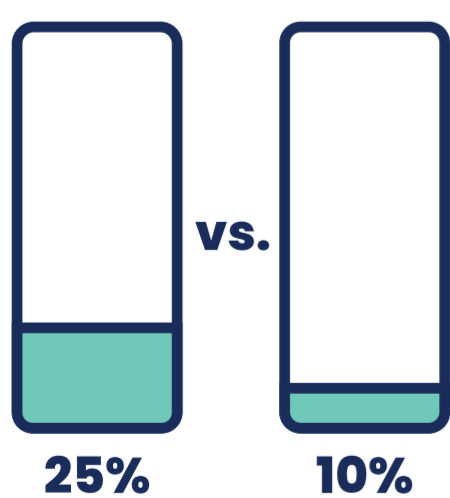
**86% of candidates use their smartphones to search for jobs**. Your mobile hiring experience should be straightforward. Trim down your application process and deliver only the essentials. Make sure your page loads quickly and delivers the best experience possible.

## # 4 Refine your hiring comms



**55% will give up** if they don't hear from an employer within two weeks. Automating your recruitment communications means you can keep in touch with them throughout the process.

## # 5 Hire without bias



Hiring bias exists. **25% of 'whitened' African American CVs** versus 10% of non-whitened CVs received callbacks for job interviews. Oleeo uses algorithms to eliminate historical and future hiring biases, making your hiring process more inclusive.

## # 6 Work on your onboarding process



**One in ten candidates** has left an employer within the first month due to a bad onboarding experience. Make sure you refine your process, make them feel included and help them engineer new relationships within the organisation.