

ERC

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Hiring the Right Candidate

You may feel the interview/hiring process ranks right up there with having a tooth pulled on the enjoyment scale, but it's not easy for the interviewer either.

If an employee that I hire does not produce, I'm the one with egg on my face. If I make a few bad choices it will be me on the other side of that table. Believe it or not, I'm not looking to turn an applicant away, I'm looking for someone who will extremely impress me and make my decision easy.



Does this sound familiar?

We have all gone through this at one time or another, the candidate that aces the interview but bombs when it comes to actually performing at the job.

How can we spot that candidate?

Well, here are a few things that could be helpful.

1. Check personal references. Sometimes the most helpful reference is that personal reference that has no filter on what they will or will not tell you. Ex. "Oh, Sally is just looking around again, she does this every year or so but

doesn't actually ever make a change." Or "John really needs this as he thinks he is going to be let go over at XYZ company because of that cash management thing that happened." Serious red flags are now being raised on both candidates. Don't be afraid to ask the tough questions to the personal reference.

2. Motivation. What is the candidate's main motivation? Why are they looking to make a change? Is it money? Is it benefits? If the candidate can only focus on these you will never be able to pay them or offer them enough and they will eventually leave you for "greener pastures". Stay aggressive and come with your best offer. It will save you heartache in the end.

3. Facebook/ Twitter/ Social Media. We have found more out about our candidate's on Facebook (39% of SD residents are registered), Twitter, or LinkedIn than we ever could in an interview. Use the social media technology that has been developed. More and more companies are using this in their background checks. The drinking/partying pictures that can be found on Facebook will not help the applicant. Or, that statement they wrote about John's buddy on Twitter is not what we are looking for. Warning to job seekers! Clean up your sites or they will come back to hurt you, if they are offensive in any way.

In the end use your judgment. One of the single most important things to look for is chemistry. Can they and will they fit in with my team?

Best of luck in the interview and be confident in your decision to make the right hire for you and your team!

By: Craig Libis, CEO at ERC, Inc.

NEW OPPORTUNITIES

- General Manager
Southern MN
Contact Travis
- General Manager
Central IA
Contact Travis
- HR Manager
(Manufacturing)
Sioux Falls, SD Area
Contact Craig
- Finance Manager
Sioux Falls, SD
Contact Craig
- Controller
Aberdeen, SD
Contact Travis

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Job Seeker Myth:

The holidays are a terrible time to job hunt.

WRONG, Here's Why:

- Holidays are a great time of year for networking.
- Less competition.
- The end of the year is the busiest time for most companies, so they realize the need for growth within the corporation.

Check These Few Simple Things Before You Apply

Easy Resume Tips

- Have a professional profile that includes your personal attributes.
- Don't use personal pronouns (ex.: "I"), start bullets with action verbs.
- Check for grammar and spelling errors.
- Keep your bullets clearly stated and concise.
- Use descriptive words; however, don't have too many fluff words listed.
- Include quantifiable information, use specifics to show how you contributed to the company.
- Use only relevant information to the position, eliminate unnecessary info.
- List the important information towards the top of the bulleted lists.
- Be conscious of the length.
- In showing how you contributed to the company always state the challenge, action taken, and the results.

Meet Steve

About Me:

I spent most of my life living in South Dakota. I grew up in Burke, SD, lived for a time in Dupree, SD and have spent the last 19 years in Springfield. My wife Jolene and I have been married for over 23 years and have 2 college aged children.

I have worked in the human services and construction and building trades fields. I hold a Bachelors Degree in Chemical Dependency Counseling and have spent the past 19 years working with troubled youth in a residential setting.

Determination, follow through, thoroughness, and never giving up are some of the strengths that I possess that I believe are very beneficial for candidates that I work with.

Some of my interests include, golf, duck hunting, and woodworking. I have also been involved in the communities where I have lived. I currently am the treasurer for the Springfield Chamber of Commerce and a past president as well.

Welcome Steve Green
 the newest member of
 the team!



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