



Statistics Netherlands

Remote hiring



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Recruitment before Covid-19

- Dedicated recruitment team responsible for:
 - Review job description
 - Set-up recruitment strategy
 - Sourcing candidates
 - Pre-selection candidates
 - Scheduling interviews
 - *Conducting* interviews
 - Beforehand discuss employment conditions
 - Schedule employment conditions meeting
- Face to face interviews
- Introduction program during first weeks



What did we needed to change

- From face to face to virtual interviews
- Help hiringmanager how to select candidates online
- Implement videoconference platform
- Develop a new strategy for retaining applicants
- Online introduction program



External communication

- Make extra Covid-19 topic on our Vacancy website
 - We continue hiring new colleagues
 - What can you expect as a candidate
- Develop a new strategy for retaining applicants
 - More contact moments during the application process
 - New video to introduce our company
 - Send “welcome” email for the 1st workday



Best practices/ lessons learned

- It was easier than we thought
- Interviews could take place quicker or can be planned earlier
- Total application procedure went faster
- Retaining candidates took more time than before
- Candidates were less anxious than expected when taking up a new job

