



It's time to thrive

HOW TO DO YOUR OWN RECRUITING

Practical Strategies for
Small Business

WWW.THRIVE-RECRUITMENT.COM



It's time to thrive

WELCOME TO THRIVE RECRUITMENT!

Melanie Wilk is a seasoned Talent Acquisition Professional, who began her career in Human Resources in the early 2000s. With over 20 years of recruitment experience in both corporate and agency recruitment, she has sourced and filled roles throughout Canada and the U.S.

Melanie has worked for large, well known brands such as Starbucks, Best Buy and Nature's Path Foods, so she understands the needs of large businesses and how they operate. She has also worked with small to medium size businesses in B.C. that may require a more hands on approach to recruitment.

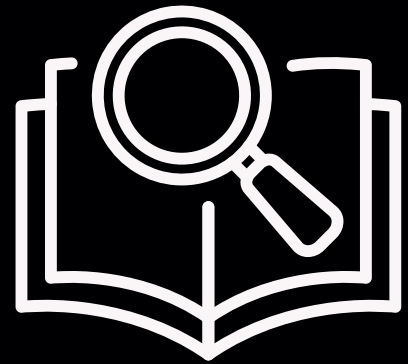
Throughout the years, she has developed strong relationships and operates on a robust referral network that generates repeat business.

In 2021, Melanie decided it was time to start her own business and Thrive Recruitment Inc. was born! Thrive Recruitment Inc. specializes in Manufacturing, Supply Chain and Logistics salaried recruitment in British Columbia.

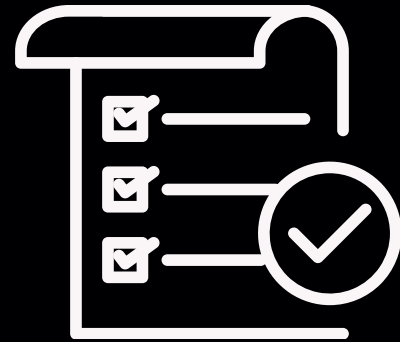


A Dream of Smooth Hires and Zero Ghosting

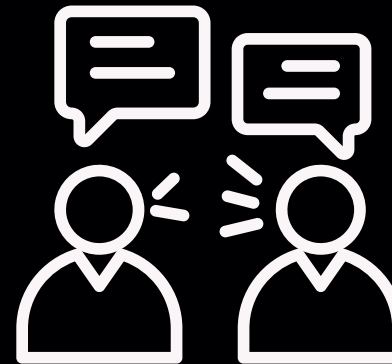
Open Role



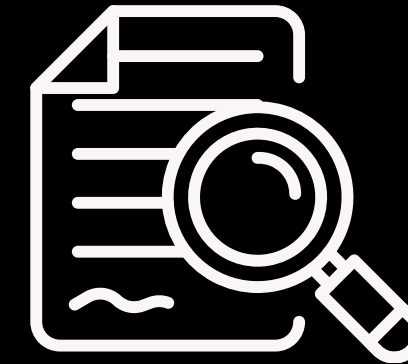
Role Gets
Approved



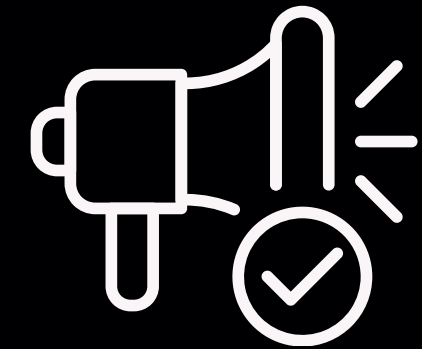
Compensation
Discussion



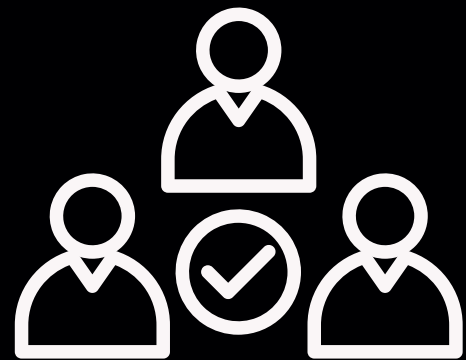
Job Description
Review



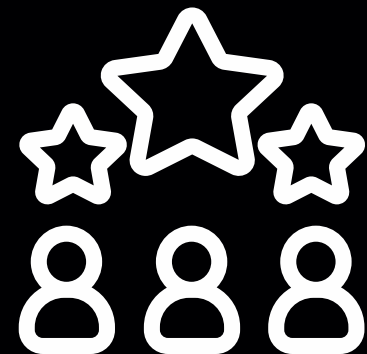
Job Posting



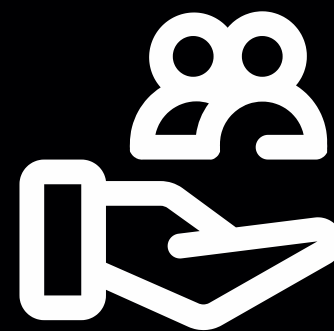
Employee
Referrals



Interview
Candidates



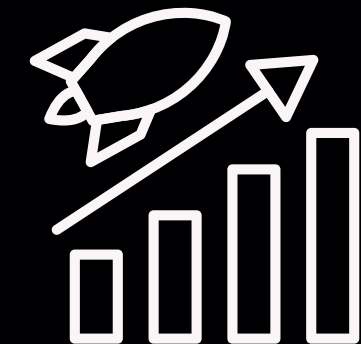
Make An Offer



Orientation

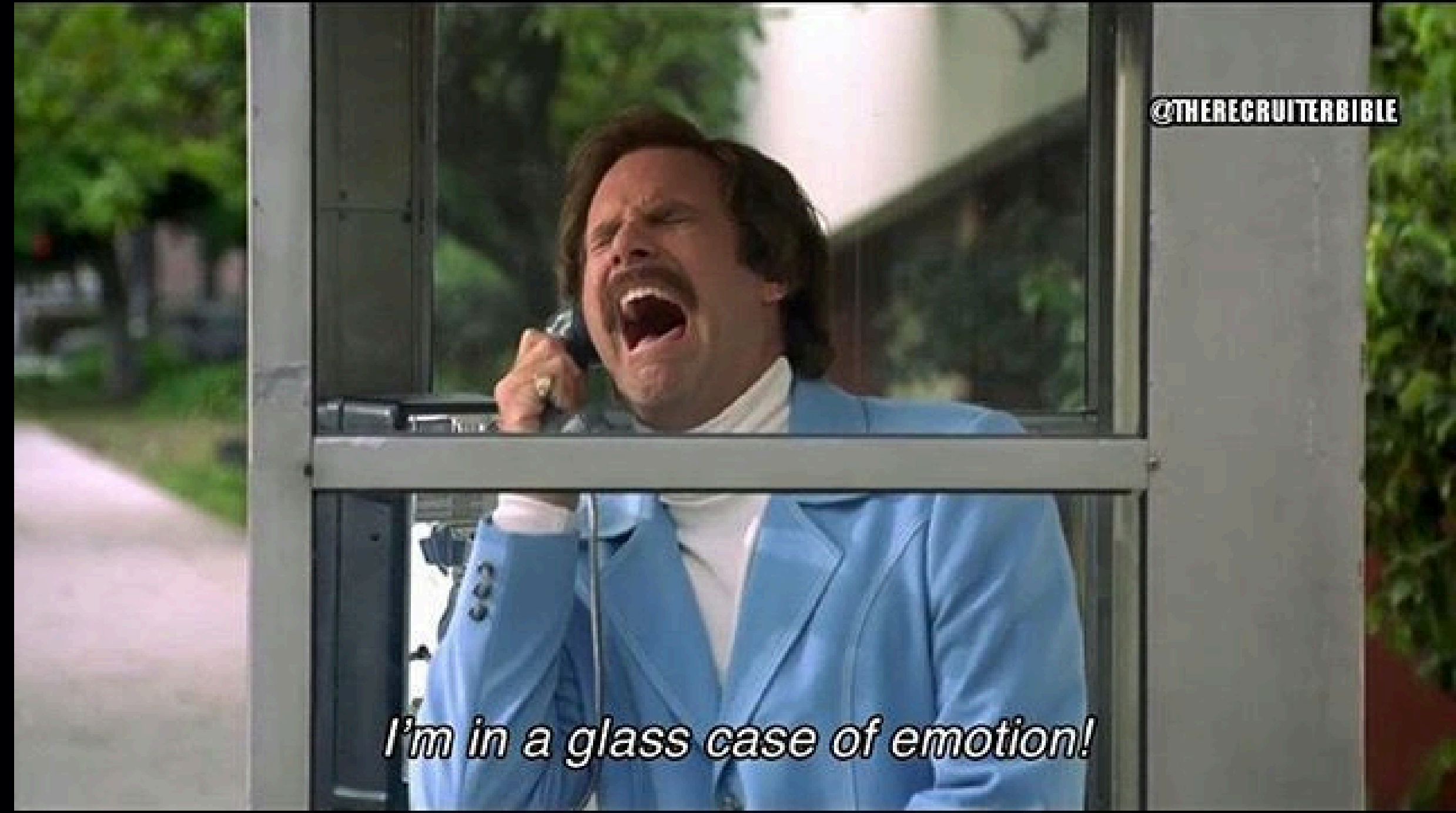


Onboarding
Process

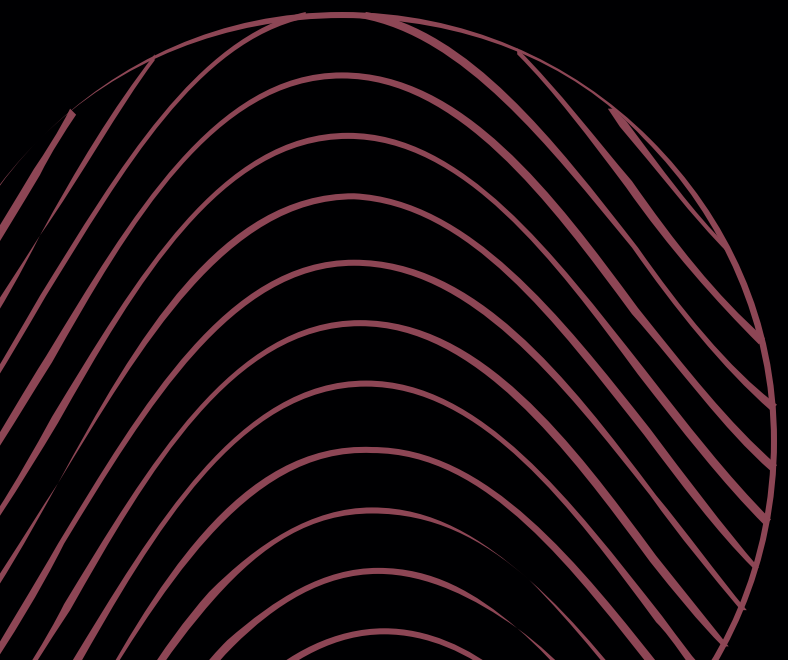


**WHEN THAT GREAT CANDIDATE INFORMS YOU
THEY HAVE ALREADY ACCEPTED ANOTHER OFFER**

The Rollercoaster of External Recruitment



WHAT REALLY HAPPENS...



Writing Clear and Compelling Job Descriptions

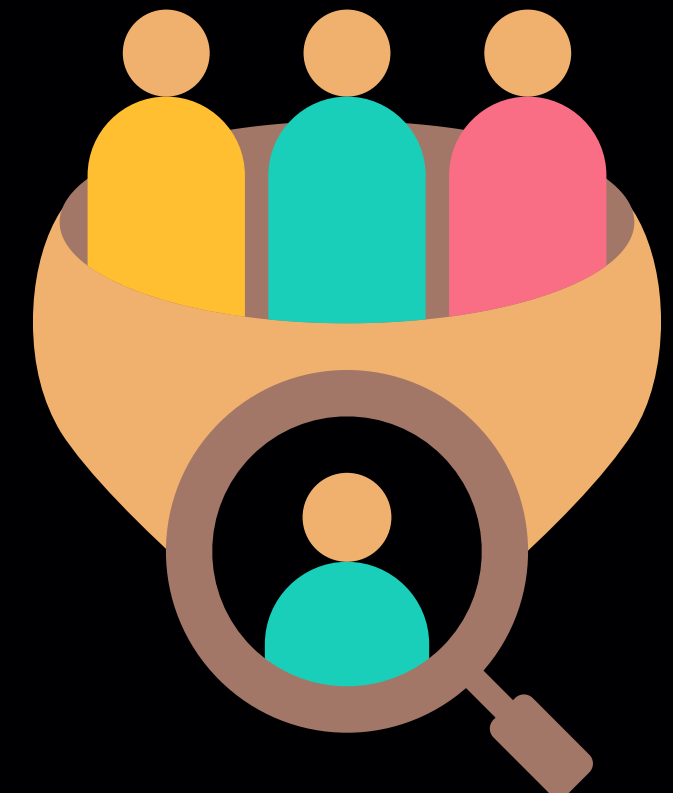
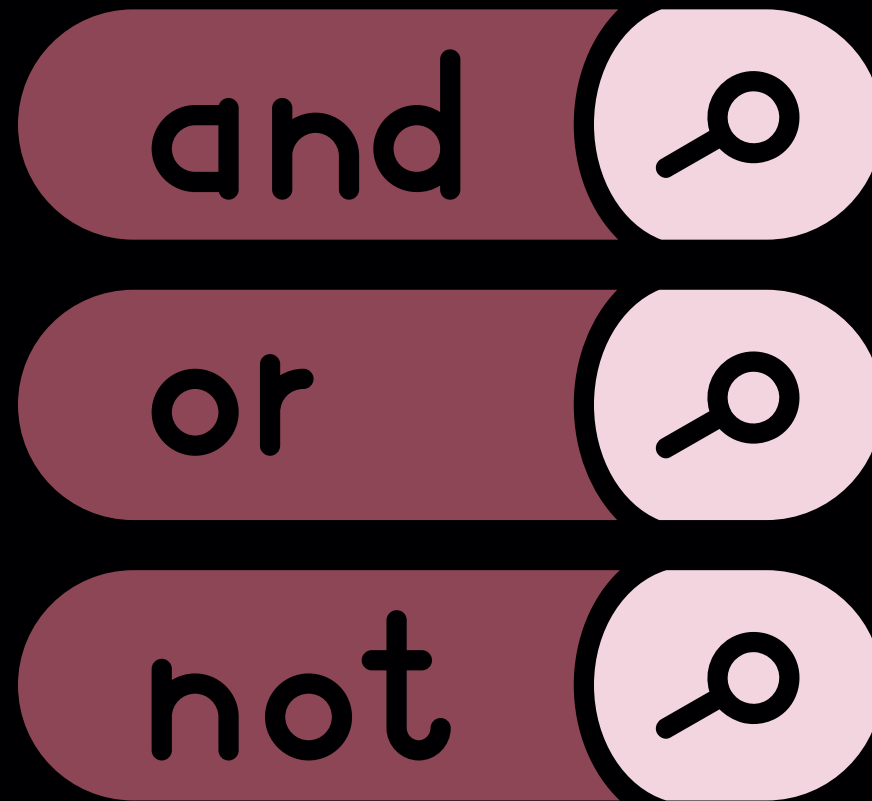
Be specific and use industry keywords

Make them creative and interesting

Show them “what's in it for them”

Brand your Business

Sourcing



Create Strong Employer Branding

01

Company Website

02

LinkedIn
Careers Page

03

Review and reply to
reviews on Glassdoor
and Indeed

King's Hawaiian 18,812 followers
6mo • 🌐 [+ Follow](#) ⋮

At King's Hawaiian, our employees value `ohana (family) and extend the same care to our customers and community. We have a Production Supervisor opening in Flowery Branch, GA. <https://bit.ly/3vGNtHY> #KingsHawaiian #FoodProduction

"We can have the best equipment and beautiful offices, but it's the people that make King's Hawaiian a great company."
Mark Taira, CEO

Production Supervisor
phh.tbe.taleo.net • 3 min read

👍 19 • 1 repost

Niche Job Boards

ManufacturingJobSite.ca

BCRSP
**(Board of Canadian Registered
Safety Professionals)**

**CSSE (Canadian Society of
Safety Engineering)**

Define Your Ideal Candidate

**DEFINE YOUR
ABSOLUTE
'MUST HAVES'
AND 'NICE TO
HAVES'**

**BE
REALISTIC
ABOUT
WHAT THE
MARKET IS
LIKE**

**KNOW THE
IDEAL
CULTURAL FIT
WITH
ORGANIZATION
AND TEAM**

Competitive Compensation

HR Consultants /
Search Firms Who
Specialize in Your
Industry

Define Total
Compensation

Industry-Specific
Salary Surveys

Networking with
Industry Peers

Government
Resources

Online Salary
Databases



Positive Candidate Experience



getting ghosted after
uploading your resume,
reentering the same info,
writing a cover letter,
interviewing 3-5 times,
& completing a project.

companies saying
they have jobs open

Simplify the Application Process

Easy and Simple

Mobile-Friendly



I hope this is satire...

@sablaah

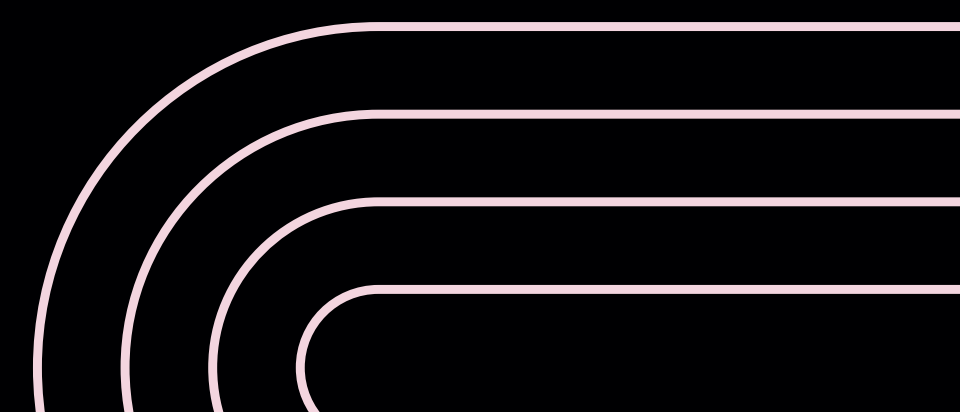
I ALREADY UPLOADED MY RESUME WHY ARE YOU
MAKING ME FILL OUT MY EMPLOYMENT HISTORY





Screening and Respectful Interviews

- Set a Positive Tone
- Use Structured Interview Questions
- Offer Transparency
- Avoid Inappropriate Questions
- Actively Listen and Be Present
- Respect Time and Schedule
- Follow Up Promptly



Making the Offer

Make an attractive offer they cannot refuse

#HRJOKEOFTHEDAY



*"Here's your paycheck.
I hope we'll both find it amusing."*



Orientation and Onboarding

- Pre-Boarding Preparation
- Warm Welcome on Day One
- Introduce Company Culture and Values
- Assign a Mentor or Buddy
- Role-Specific Training
- Encourage Social Integration
- Regular Check Ins
- Review and Reflect at 30, 60, and 90 Days



Next Steps



Start by reviewing your current recruitment strategy
and implementing these steps

Thank you!



Questions?



Melanie Wilk

 www.thrive-recruitment.com

