



## Six Tips to Finding The Right Candidate for the Job

**Friend,**

It doesn't matter if you're looking to hire someone for accounting, engineering, sales or marketing—you don't want to fill a position, you want to hire the best-qualified professional. You also want to avoid costly hiring mistakes.

According to [Global HR Research](#), bad hires can account for a number of business challenges, including:

- 80% of turnover is due to a bad hire

- 60% of bad hires will negatively affect the performance of other team members
- 39% of businesses report a productivity decrease as a result of a bad hire



Finding the best candidate from hundreds of resumes can be difficult and time-consuming. The following six tips below and in our [latest blog post](#) apply to many industries and can be implemented as best practices for your company to help you find the best candidate from your talent search. Take your time and use these helpful tips to narrow your search and find the best talent for the position.

## Six Tips to Finding the Right Candidate



1. Compose a Detailed Position Description
2. Industry-Specific Candidates
3. Embrace Social Media
4. Ask Screening Questions
5. Paid Trial Assignment

## 6. Observe Them Interacting with Others

### Find the Best Talent for the Position

**“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”**

- Ronald Reagan

## The CCY Advantage

[CCY](#) has produced talent for over 40 years and has developed a process for securing the right person for the job. An industry leader in ethics and integrity, we recruit talent who make an impact and align them with your strategy.

**We take your people and company to the next level, and we are proud of our proven results:**

- 92 percent of our searches are a success as measured by employee retention
- Our average retention rate is higher than our competitors
- 87 percent of our placed executives are still with our clients after four years
- Executives hired through our process are six times more likely to be promoted within four years
- Our proprietary AI works 24/7/365 to source candidates and results in clients seeing candidates in less than a week, resulting in a time to hire that is half of our competitors

At CCY, we help you define the problem at hand, develop a solution, and provide value through defining skills, personality traits, and cultural aspects that are necessary for the executive to fit seamlessly within your organization. We find the best talent and present it in a straightforward fashion by providing an extensive

candidate snapshot that includes the career achievements, strengths and weaknesses. By working with us, we will find your next outstanding leader.

Speak with a [professional recruitment expert](#) today.

Contact **Shawn Baker** at 585-314-3891 or [shbaker@ccy.com](mailto:shbaker@ccy.com) or  
**Gary Baker** at 585-233-8300 or [gbaker@ccy.com](mailto:gbaker@ccy.com).



Cochran, Cochran & Yale, PO Box 22725, Rochester, NY 14692

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