



Talent Gateway

Brachers
With you all the way

Answering the recruitment challenge Talent Acquisition



Content

- Talent trends 2022
- Response & best practice
- Q&A

Trends 2022

Salary increases	Change in the balance of power	The great re-invention Impact on skills requirements
The great re-evaluation employee retention	Hybrid & remote working	Tech sector boom
Company culture	Career development	Diversity & inclusion
Sustainability	Wellbeing	Accountability & transparency

Response & best practice



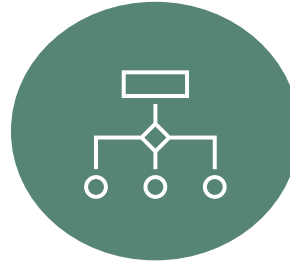
Step 1 - Why you?

Your employer value proposition



Tangible rewards

Salary
Benefits
Holidays
Pension
Equity
Unpaid leave
Hybrid working (clarity)
Birthday off



The opportunity

Progression
Learning (Squads)
Purpose
Vision
Potential



The organisation

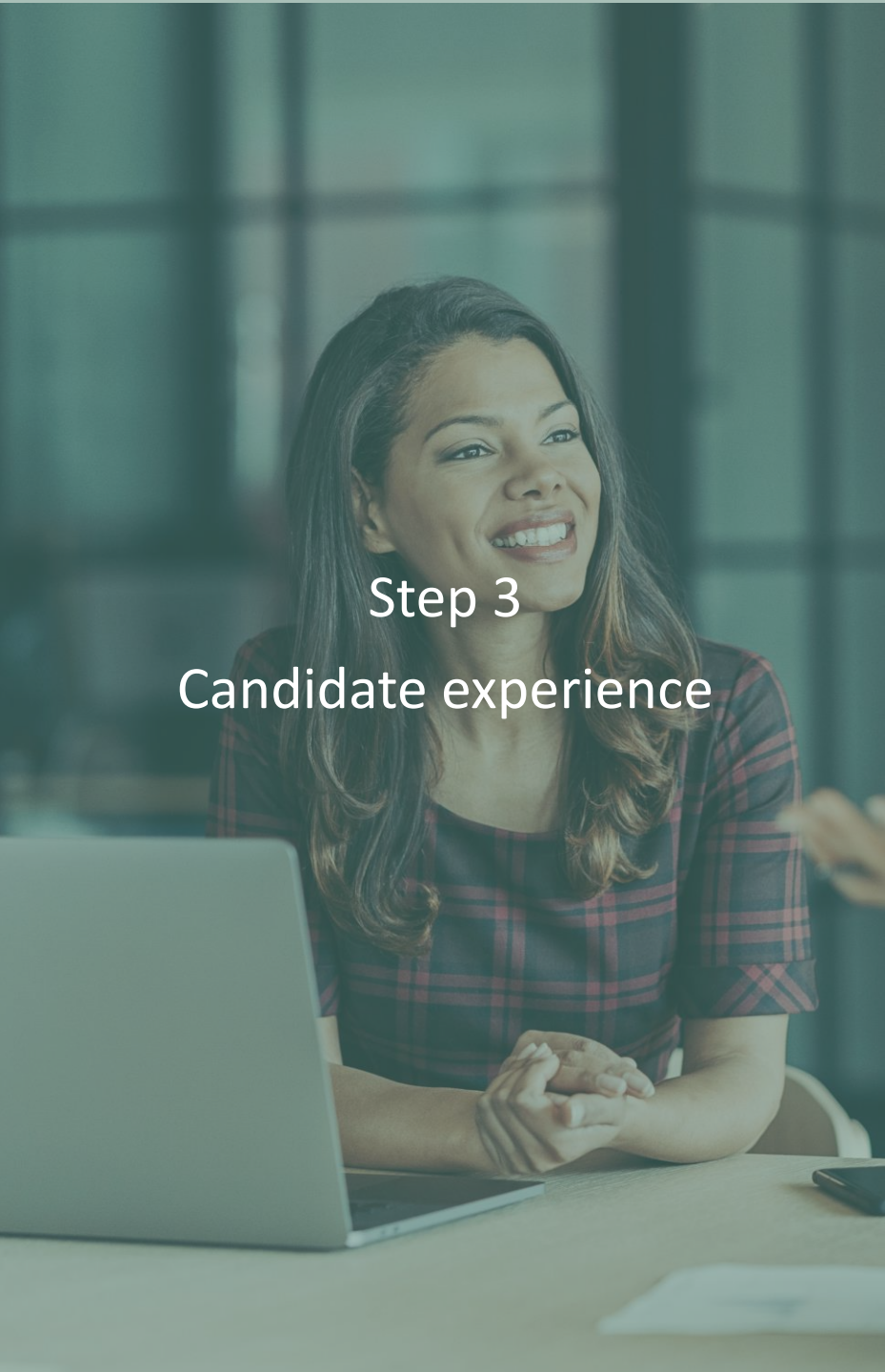
Structure
Values/culture
Diversity & inclusion
ESG
Culture
Social interaction
Wellbeing



Step 2 Go to market

Attracting candidates

- Adverts
- Social platforms, LinkedIn, Twitter
- Website – careers page
- Proactive search, targeted



Step 3 Candidate experience

Every interaction counts

- Use of technology
- Make it personal
- Regular engagement
- Speed & agility matter

Step 4 On-boarding

Stay engaged

- From acceptance to starting day 1 and beyond



Q & A



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