

## WHAT TO PRIORITISE WHEN RECRUITING TEMPORARY OR PERMANENT WORKERS

You need to change your priorities when hiring for either temporary or permanent professionals. Having a list of required key skills is important, but isn't enough to make an informed recruitment decision. Here are three other areas you need to consider, particularly at interview stage.



### Performance

If you're looking for a temp, you need to be certain whoever you hire is able to quickly adapt to a new working environment and start applying their skills immediately to the best of their abilities. Temps by definition are problem solvers so when interviewing, try some probing questions about past projects and challenges they have overcome to gauge their adaptability.

Permanent team members often need to be appointed quickly too, but more time can be taken to onboard them than with temporary team members. When gauging their performance factors in interview, it's important to see how they have grown over their career, where their aspirations lead and what their potential is.



### Skills and development

Temporary staff are reactive, you need them to fix gaps in your workforce, or to add value over a short period of time. As such, they should have many, if not all of the skills you require for any given project before they begin. Ask them about their area of expertise and ensure your background checks verify that they are suitably qualified and experienced to deliver according to your requirements.

Permanent staff are strategic, they need to have a good core skillset to begin with, but it is more important to gauge is their ability and enthusiasm to learn new skills which may benefit your organisation in the future. When interviewing, ask them about any previous training they have received and encourage them to tell you about skills they'd like to develop in the future.



### Cultural fit

While personality should always be a consideration when hiring a new team member, when recruiting temporary staff this should come second to their ability to deliver. That said, they need to be able to quickly form relationships with co-workers and senior stakeholders, so consider their communications soft-skills when recruiting. This can be assessed passively when interviewing based on your personal impressions of the applicant.

When hiring for long-term permanent employees, personality needs to be a priority factor. They need to be a good cultural fit for the team, and they should demonstrate a loyalty to your organisation. During the interview, discussing a five-year plan for both the candidate and the organisation can be a useful tool to discover if their ambitions align with your requirements.



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# FINDING THE RIGHT SOLUTION FOR GROWTH

Do you need temporary or permanent workers?

Knowing when to engage a temporary worker, or invest in a new permanent member of staff can sometimes be difficult. Try to avoid becoming stuck in a pattern of hiring temporary staff on rotation. Likewise, be cautious when you recruit a new permanent member of staff and ensure you have the ongoing workload to justify the commitment. At Hays, we have extensive experience ensuring organisations have the information they need to make the correct decision.

If you need more information on hiring temporary or permanent staff, contact your local Hays consultant by visiting [hays.de/locations](https://hays.de/locations)

[hays.de/recruiting](https://hays.de/recruiting)

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## KNOWING WHO YOU NEED

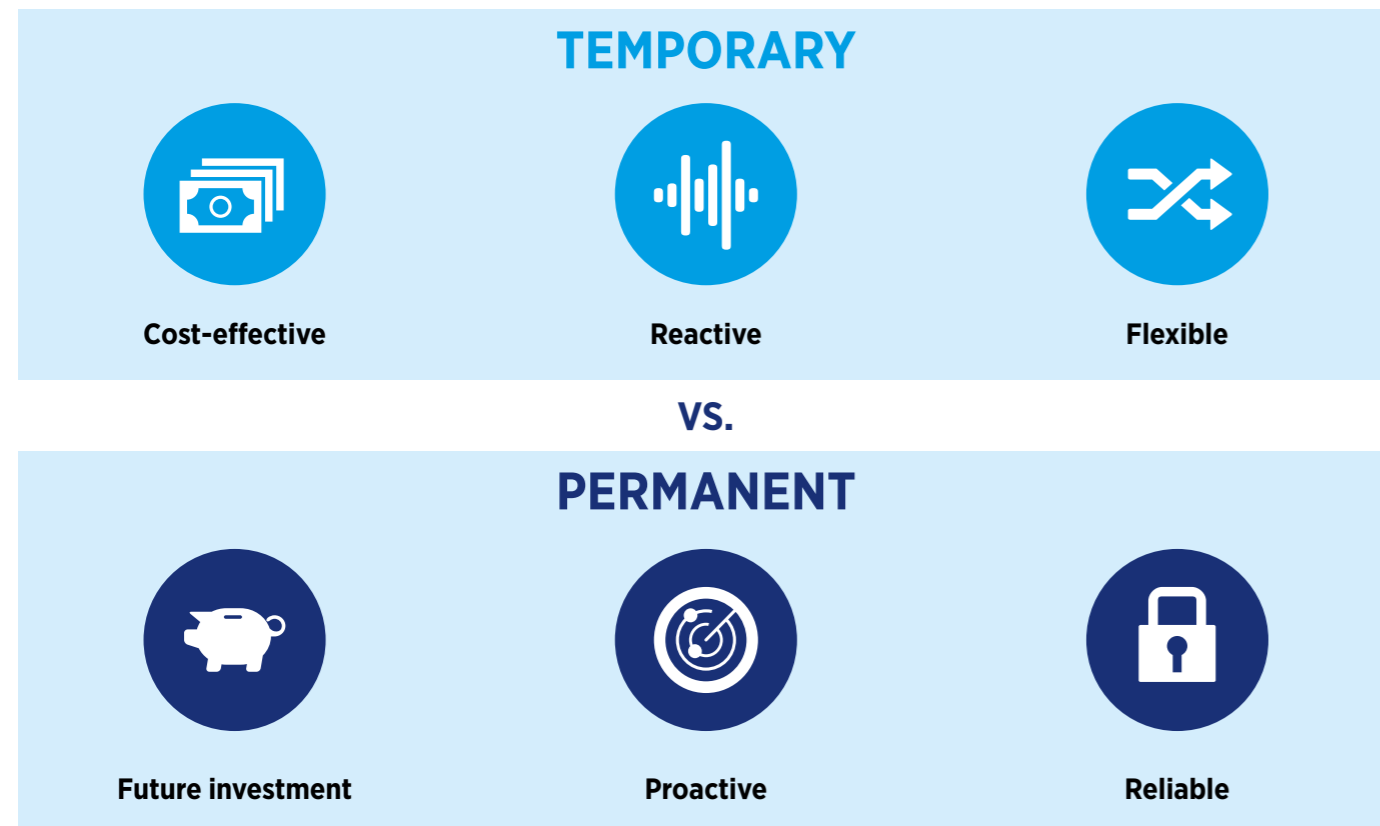
Your organisation is only as strong as your people. As you grow, so too must your workforce.

At certain times, the need for a new permanent member of staff will be clear. On other occasions, such as in the case of unexpected absences, busy periods, or skills shortages for specific projects, a temporary or fixed-term professional may be enough to help your organisation flourish.

In more senior roles, interim managers can help the business take a next step, before handing things back to the permanent staff.

This guide highlights the advantages of both temporary and permanent professionals and identifies the key areas you need to look for when recruiting them.

## AT A GLANCE



Temporary staff are cost effective, reactive and flexible, and are ideal for solving specific problems, addressing particular shortages or replacing a member of staff during an extended leave.

Permanent staff by comparison are an investment to be realised following training and development, they are proactive and reliable and can help to improve your business over a long period of time.

## DEFINE YOUR REQUIREMENTS

Before you decide on employing a permanent or temporary member of staff, you need to be certain of your requirements. If you're looking for somebody to solve a problem, to run a single project or to cover illness or maternity/paternity leave, then a temp is clearly for you.

If however you're looking for an employee to spearhead a new area, add to your team or help grow the company strategically, then you need a permanent staff member.

### Benefits of hiring temporary professionals

#### 1. Reduced long-term labour cost

Temporary employees do not require an annual salary, meaning their budget is easily assigned. You also won't have to invest in paid learning and development as they will only benefit your business for a limited period.

#### 2. Shorter hiring process

The process for hiring temporary employees is traditionally a lot quicker. This is because of the focus on technical skills and the ability to deliver on specific projects, rather than long-term cultural fit.

#### 3. Instant impact

Temporary workers are used to joining organisations for a short period of time and know that they need to make an instant impact. Having a qualified temp in place can quickly turn around or kick start key projects.

#### 4. Highly skilled, niche experience

Temporary professionals usually have a very specific skillset and are accustomed to performing on very niche projects. Having a highly specialised individual in your team can help to drive your business forward.

#### 5. Flexibility

Perhaps the most widely acknowledged benefit of temps is that they are flexible. Temps allow you to respond to market needs and demands, as they happen.

### Benefits of hiring permanent professionals

#### 1. Future investment

Permanent employees are an asset to your company, they are not there as stop gaps but an investment for the future. By investing in their training and development, you can cultivate a loyal and highly skilled professional who can have an active hand in growing your business.

#### 2. Thorough hiring process

Greater attention to compliance and personality is often given when hiring for a permanent member of staff. This may take longer than hiring a temp, but the thoroughness of the hiring process will lead to a new team member who is ideally suited to your organisation, both culturally and in regards to skills.

#### 3. Strategic advantage

Permanent employees have a strategic function, and add to the ability of the entire team. They can be a known quantity for the implementation of key projects, and can be trusted to make suggestions to improve the business as a whole.

#### 4. Wider experience

Permanent staff who have worked for long periods at other organisations are likely to have much wider experience of business operations and will be more versatile as a result.

#### 5. Invested

Permanent employees are personally invested in your business, as your success is also their success. They will naturally have a long-term vision for your company in their mind, and will be able to lend a hand in creating it.

