



How to Hire Remote Workers, Remotely

The remote work revolution is here to stay—that’s easy to see. But what’s not so simple is hiring exceptional talent to help your organization’s remote workforce thrive.

At Methodical Search, we remove “touch” from the equation to remotely hire the right remote workers.



Methodical Search employs several systematic techniques and processes to conduct high-value contact and connections with our clients and with our Talent Communities. Digital platforms and automation simplify and accelerate the process, with added accuracy and insights to the right candidates. Using the techniques below, you can improve remote vetting and hiring of the talent you need. Get in touch with Methodical Search to learn more about how our experts can transform your remote hiring capability.

Clear and Concise Keywords for Resume Vetting

The number of resumes your hiring team must read might seem endless, but their time is not. Skimming for the important information is a necessity, and an inevitability. Methodical Search leverages digital platforms, such as intelligent ATS scanners that can quickly vet resumes and applications to prioritize the candidates with the highest potential. Clearly define and prioritize the keywords and skills that are relevant to your opening to save time and accelerate the vetting process.

High-Value Video Interviews

As a recruiter, leveraging the latest digital platforms for video interviews is crucial for remote hiring. Being able to put a name to a face can be transformative. Appearances show character. How a candidate chooses to present themselves—cleanliness, attire, body language—to you over video can demonstrate the softer skills you may be seeking for the role, and your company. Appearances also show initiative. Candidates declining to use their camera may also signal warning signs.

Effective Remote Candidate Sessions

Knowing how to successfully lead a remote video interview is crucial. As job market competition increases, you need to show the prospect that your remote company can truly function as a remote company. Here are three things your hiring team should do before conducting their next remote interview:

- Show up on time. Punctuality lets the candidate know that your company values their time.
- Check hardware. Accidents happen, but at the end of the day a loose wire unplugging your camera or your internet dropping out at an inopportune time may drive candidates away.

- Prepare relevant questions. Time and time again empty-handed interviewers stall for time by asking questions that have nothing to do with the role, which damages your reputation as an employer.

Assess Skills with Digital Exams

There's no better way to ensure a candidate's competency and skills align to your opening than with a skills assessment, which you can conduct online. A digital skills assessment can help you understand the extent of the prospect's hard technical skills, as well as their ability to understand assessment instructions and succinctly solve problems. Most online skills assessment platforms also enable certain restrictions, such as limiting their ability to search for information and constraining their time to respond.

That's because time is everything for your business. After all, a remote worker who spends more time searching for information than solving problems may not be the best fit for your organization.

Scan the Social Media of Your Shortlist

As you consider the candidates with top marks, consider visiting some of their social media sites. Knowing that your candidate's values align well with the company is important. Often, some due diligence on social media can make the difference between a great candidate and a risky one.

Better Remote Hiring for Your Business.

Methodical Search thrives in the successful execution of remote vetting, hiring, and onboarding for our clients. Get in touch today to learn about how our experts can transform your remote hiring processes.



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Methodical Search - Our Experts Finding Your Experts.



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About Methodical Search

Methodical Search is a Division of The Methodical Group, providing Workforce Solutions and Talent Acquisition capabilities to our clients. Methodical Search partners with our clients for on-going comprehensive workforce Advisory, Acquisition, Staffing, and Recruitment services that provide the right talent at the right time.