

From Admin to Advisor:

## How Recruiters & Hiring Managers Can Work Together To Create a Delightful Recruiting Experience

Recruiters and hiring managers share a similar goal: to match great candidates with the perfect employer, where values, team and role are all a match. But it's no secret the two parties are not always as aligned as they should be, and the results can be frustrating. Recruiters struggle to meet the high expectations of hiring managers to quickly hire the right candidate while hiring managers are frustrated with the lack of high-quality candidates.

Within the current **decentralized recruiting** structure that many multi-location organizations have today, hiring responsibilities fall into the hands of the hiring manager,

who may not have the time needed to spend on actual recruiting strategy. Until now, recruiters have played an administrative role to companies, fulfilling a task but not really providing hiring managers a roadmap or insight on how to improve their hiring process.

*In a decentralized recruiting model, the location or department manager is solely responsible for end-to-end hiring. He or she determines the criteria and process to follow based on their team's specific needs. Traditionally, the role of talent acquisition is to oversee hiring compliance with company and government regulations.*

## A New Way of Recruiting — the Rise of the Talent Advisor

The role of the recruiter is undergoing a strategic shift towards that of a talent advisor due to a litany of new forces affecting their roles. The rise of the gig worker, record-low unemployment and increased demand for diversity are all factors talent acquisition professionals are increasingly grappling with. But a true talent advisor finds themselves less of an administrator and more of a consultant able to offer recommendations and strategies to overcome these obstacles.

Unlike the classic recruiter, a talent advisor:



Has a data-driven mindset



Puts team's needs first



Quantitatively measures new hire success



Provides hiring technology recommendations



Incorporates feedback throughout hiring processes

**Most importantly, talent advisors use data to support their actions and recommendations.** This can mean using historical hiring data to identify the best sources for qualified candidates, or improving hiring criteria to speed time to hire.

# Three Strategies for Recruiters As They Take On An Advisory Role

As recruiters evolve into hiring consultants, there are three strategies they can deploy immediately to strengthen their working relationship with hiring managers:

## 01

### **Align teams on a common understanding of business goals.**

It never hurts to start building relationships with talent advisors as soon as possible. Hiring managers can share business goals and spell out expectations while recruiters learn more about an organization's needs and pain points.

## 02

### **Clarify language used for job descriptions and requirements.**

Hiring managers might not realize language used in job descriptions could be turning away potential candidates. Consulting partners can objectively evaluate existing job descriptions, offer suggestions to improve their effectiveness and clarify any confusing language.

## 03

### **Provide guidance on what tools to use throughout the hiring lifecycle.**

Talent advisors should also offer suggestions on what recruiting technologies to use across the hiring lifecycle. Talent advisors can recommend tools that enable hiring teams to spend less time on routine tasks and more time getting to know the candidate and hiring the best fit.

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As recruiters gradually adopt the position of the talent advisor, the overall hiring process will improve. It's about moving from an administrator to a consultant — about supporting hiring managers and ensuring they have the right tools they need to attract, hire, and retain top talent.

Interested in learning how AllyO can assist your recruiters as they transition into the role of a talent advisor to make the recruiting process more delightful and efficient?

Contact us today to start a conversation at [www.allyo.com](http://www.allyo.com) or [hello@allyo.com](mailto:hello@allyo.com).

