

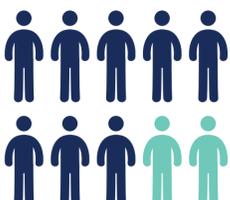
# 6 Steps to Recruit & Hire In-Demand NHS Candidates

## # 1 Improve your employer branding



Only **59.4% of NHS staff would recommend the NHS** as a place to work. So employer branding needs to start with your current employees. Why aren't they happy? Understand this and build your value proposition from there.

## # 2 Make your job ad stand out



**80% of candidates want to know exactly what the job is** before they consider applying. So make sure your job ad speaks to the intended applicant clearly and concisely, including all important information.

## # 3 Utilise tools to help you locate the best candidates



The NHS has a lot of vacancies to fill; in December 2021, there were **39,652 vacancies for nurses in England**. Filling these vacancies is an administrative headache and is exactly why you need software to shortlist for you.

## # 4 Don't discount based on bias



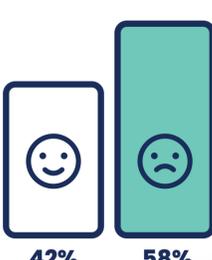
**79% of HR professionals** believe that unconscious bias exists in recruitment. The only way to truly eradicate bias is by using AI – because there's no judgement. Learn more about our **AI recruitment software**.

## # 5 Improve your candidate process



**43% of job seekers** say that not hearing from recruiters or hiring managers in a timely manner is one of the biggest frustration during the hiring process. With the right tech, you can significantly speed up and improve this process by automating your admin-heavy sections of your hiring process.

## # 6 Never stop improving



Only **42.1% of NHS staff were satisfied with how the organisation values their work**. Improvements start from within, so regularly sit down and listen to your employees. What can you learn and improve upon for current and prospective staff?