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your tomorrow

## FINDING THE RIGHT SOLUTION FOR GROWTH

Tips for hiring your ideal permanent employee

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## KNOWING WHO YOU NEED

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

This guide highlights the advantages of permanent recruitment solutions and identifies the key areas you need to look for when hiring.

### AT A GLANCE

## PERMANENT RECRUITMENT



**Future investment**



**Proactive**



**Reliable**

Permanent staff are an investment to be realised with training and development. They are proactive, reliable, and can add value over a long period of time by strategically growing your company and teams.



Permanent staff can spearhead a new area, add to your team or help grow the company strategically.

## 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 flexible staff, 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.



## WHAT TO PRIORITISE WHEN RECRUITING PERMANENT STAFF

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 when hiring, particularly at interview stage.



### Performance

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



### Skills and development

Permanent staff are strategic, they need to have a good core skillset to begin with, but it is more important to gauge 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

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.

Knowing when to invest in a new permanent member of staff can sometimes be difficult. Be judicious 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 permanent staff, contact your local Hays consultant by visiting [hays.cn](https://hays.cn) or scan the QR codes.**

