



FREQUENTLY ASKED QUESTIONS

1. How do I benefit from using a recruitment consultant? e.g. HR Direction Ltd

If you truly appreciate that it is always talented people behind successful businesses you will understand the importance of attracting, identifying and successfully recruiting talented people. A good recruitment consultancy should be able to help you with each of these three critical steps giving you complete confidence in making the selection decision.

2. When should I use a recruitment consultant such as HR Direction?

Whenever getting the right person will make a real difference. HR Direction takes recruitment assignments seriously. We are most interested in helping clients that truly value the importance of talented people and long term solutions. Our processes are detailed, strategic and thorough. We do not cut corners or provide quick fix solutions. We only operate in the permanent recruitment market.

3. What does HR Direction specialize in?

We are permanent recruitment specialists at executive and management level across all industries. Technical skills are important but people, management and problem solving skills are actually what makes a difference. You are the expert in assessing technical skills.

4. What does HR Direction do?

We aim to do two things. To relieve you of the administrative burden of recruitment so you have the time to run your business. Secondly by utilizing a robust and valid recruitment process that combines experience and research we provide you with valid, detailed and objective information on each of the suitable applicants based on evidence not hearsay. This gives you absolute confidence to make the right recruitment decision.

5. Why consider academic research?

Too often practitioners or consultants recommend change without knowing for sure if the change will definitely result in a positive improvement. For academics to have their research published in the highly regarded academic journals they must follow strict professional guidelines that aim to ensure research findings are accurate. Research therefore increases the likelihood that a new procedure or approach, is a genuine improvement over the old and can therefore be adopted with confidence.

HR Direction recruitment processes combine research findings with the practical realities of your needs and your organisational dynamics.

Relevant journals that are often consulted include:

Academy of Management Review
Annual Review of Psychology
Journal of Applied Psychology
Journal of Management
Journal of Personality and Social Psychology
Journal of Vocational Behavior
International Journal of Forecasting
International Journal of Selection and Assessment
Personnel & Human Resource Management

6. Is HR Direction a recruitment agency / personnel consultancy?

Yes, but our approach is so different we are reluctant to say so. We like to think we differ in that we place such extreme focus on understanding recruitment, not specialising in a particular industry. We also project manage large scale recruitment projects and run interview training courses.

7. There are other bigger more well known firms in the market, why should I use HR Direction?

Come and let us explain our unique approach to recruitment. Then talk to other recruitment consultants and compare the difference.

8. Do you provide a guarantee?

HR Direction is different from traditional recruitment consultants. We do not have a candidate database nor make 'placements'. We assist you by providing a specialist recruitment process and carry out the administrative aspects of recruitment. It is critically important you make selection decisions. It not our decision. We provide useful and objective information to give you the confidence. Given this approach we cannot gurantee your selection decision. If however you are not 100% happy with the best applicant we will assist with the entire process a second time, at a significantly reduced cost.

9. How do I get further information or invite HR Direction to submit a proposal?

Further info: info@hrdirection.co.nz