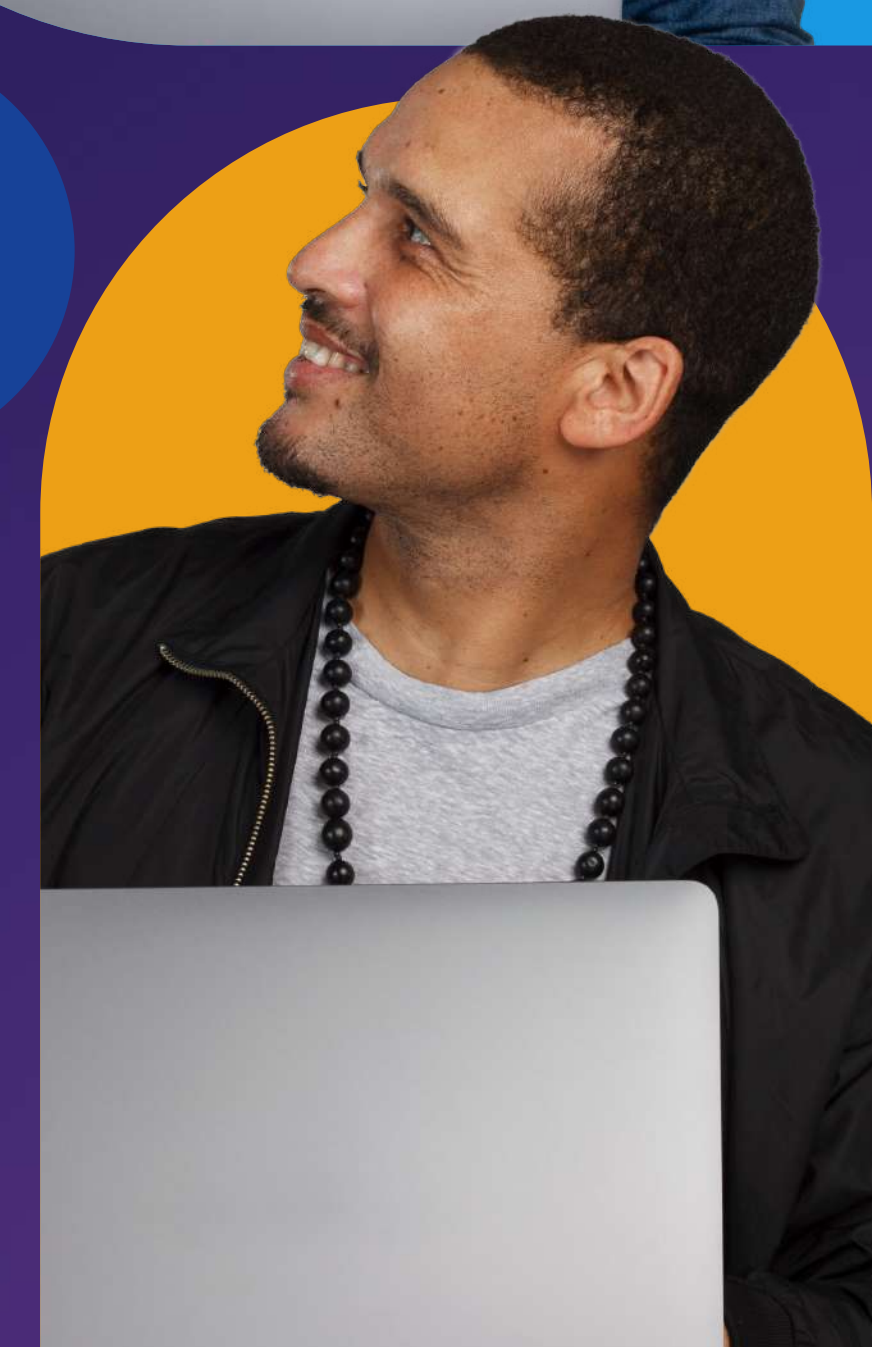
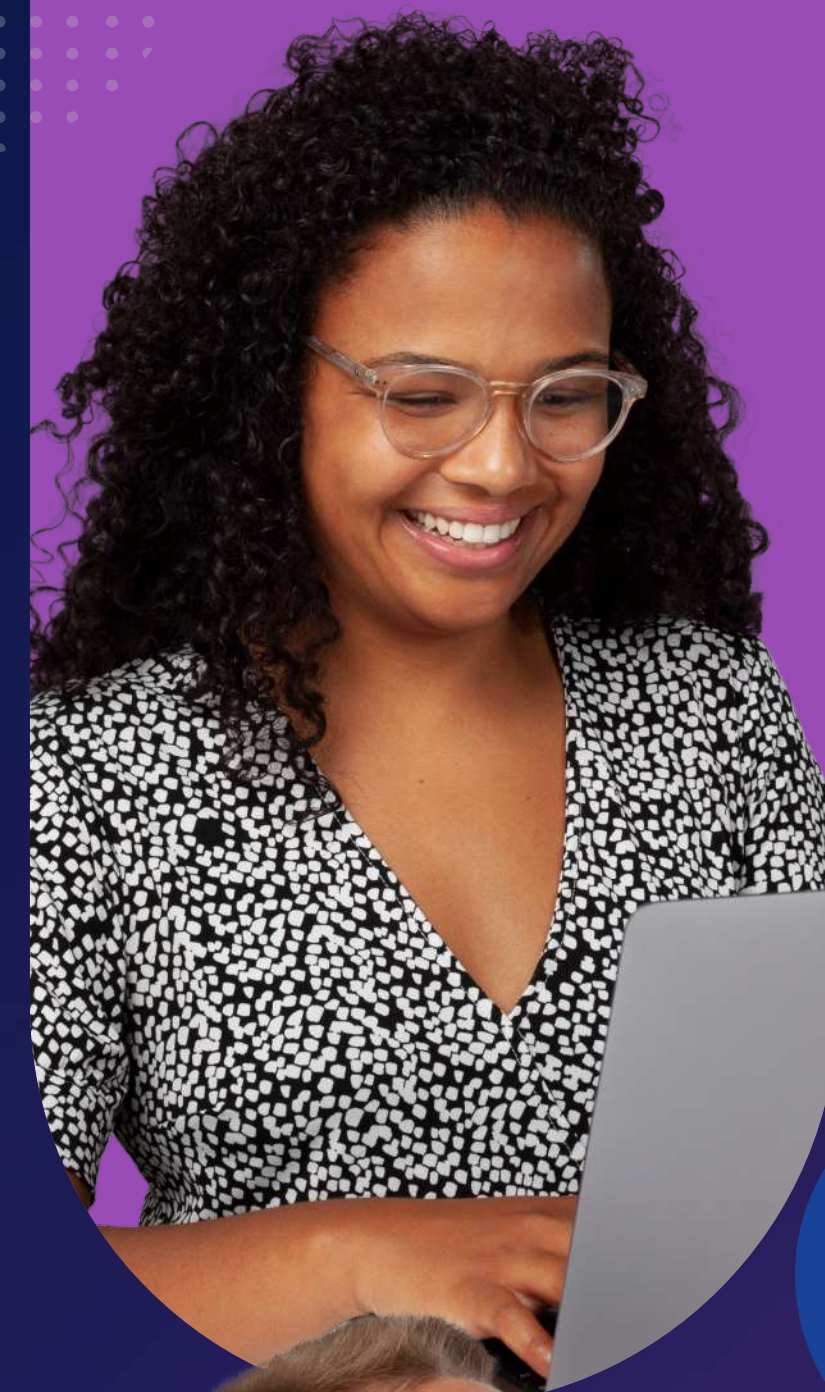


# Hire better together

Our  
manifesto





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# Our manifesto

The Recrutee manifesto is our foundation for the future. It holds our set of beliefs, values we work and live by at Recrutee and helps guide us on our journey to challenge the status quo of the HR tech space.

We believe that HR tech companies like ours play a crucial role in shaping how people find and hire the best talent for their needs. From the very beginning in 2015, we strived to use our software to bring positive change to the recruitment industry, and we vow to keep it going.

# What we stand for



## Empowering teams to grow together

We believe that great teams hire great people. We provide everyone with the **tools and support** they need to make hiring more exciting and less stressful.



## Working together on hiring goals

We believe that **teamwork really makes the dream work**. We work together on all aspects of our hiring, and we support our customers to do the same.



## Making hiring accessible to all

We believe hiring should be accessible to all. We pride ourselves on building **user-friendly software** for all customers regardless of their experience level.



# Who we are



Recruitee provides you with the right tools to support a strategic and collaborative hiring process.

Industry professionals are exploring new ways to align their efforts and share the responsibility of hiring quality talent with cross-functional team members. Close collaboration between HR and other departments means they can better adapt to fast-paced hiring, build a more robust candidate experience, and focus on hiring priorities.

Our people are the driving force behind our success, so it makes sense to involve everyone in the hiring process. We believe that building a great organization starts with a great hiring process — everyone, from C-level executives to team leads, benefits from making recruitment a team sport.



**We're on a **mission** to empower teams with the best tech tools to hire better together.**

**Our **vision** is to put collaboration at the core of hiring teams.**

# Our commitment

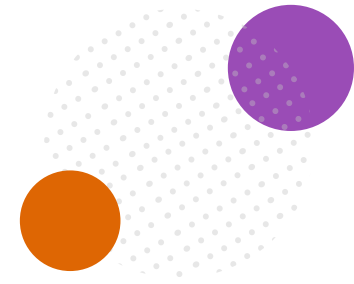
We're committed to helping teams hire better together. We strive to match their needs with our collaborative hiring software created to help everyone reach their growth goals.

That means providing the best tools for sourcing, interviewing, employer branding, and more so that teams can stay on top of their hiring. It also means building the features our customers want, all while keeping our product simple enough so that anyone can use it.



# Our approach to collaborative hiring

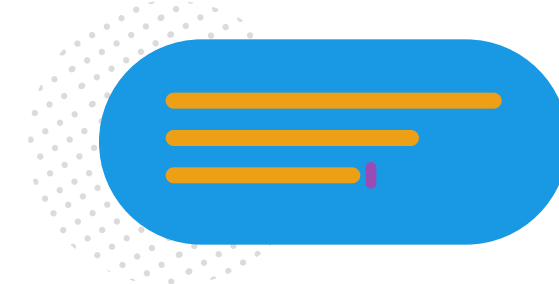
Collaboration has always been at our core. It helps us align our goals and build stronger teams together. We champion a simple **8-step approach** in our collaborative hiring process to help us hire effectively.



### 1. Kick-off meeting

This meeting is essential for ensuring an effective hiring process. It's the first step to clarify job title and responsibilities, set candidate qualification criteria, and agree on the hiring stages (e.g., screening calls, assessments, etc.).

We kick off the hiring process with a meeting between the recruiter and hiring manager to fill the intake form for new roles.



### 2. Writing the job description

Having the correct information in the job description will help applicants determine whether the role aligns with their skill set and it's the right opportunity for them.

At Recruitee, the hiring manager creates the first draft, using relevant templates, with feedback from the assisting recruiter. Once a job description is agreed upon, it's published by our recruiter.



### 3. Assembling a hiring team

Next, it's time to decide who should be involved in the hiring process and at what stage. You need to have the right balance of hiring stakeholders involved to assess particular skill sets and culture fit.

Our recruiters and hiring managers always discuss and plan which team members to involve ahead of scheduling interviews.





#### 4. Defining interview objectives

Every candidate interview should be structured so that hiring teams have clear objectives that need to be met during each round. It's essential to have everyone aligned.

At Recrutee, once all hiring stakeholders have been confirmed, they start defining the interview objectives together.



#### 5. Interview training

To help eliminate any potential biases during interview rounds, it's important to train new hiring team members to conduct unbiased interviews correctly.

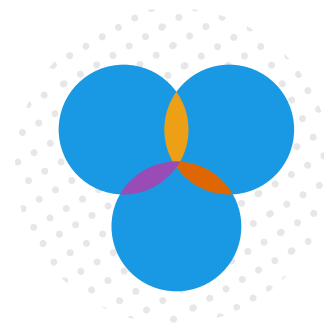
We apply a structured interview strategy using standardized questions and candidate scorecards to evaluate everyone fairly.



#### 6. Sourcing together

Finding the talent of your dreams sometimes requires extra teamwork. Sourcing parties are a great way to get everyone in your team involved to help hire their next colleague.

We get hiring teams together for an hour, whether virtually or in-person, to network online and create shortlists to find top-quality candidates.



## 7. Candidate management

You can better manage candidate experience and expectations if you have all hands on deck to answer questions that may come up from candidates.

Our assisting recruiters keep a continuous feedback loop with hiring teams at all stages, ensuring all candidates stay informed at each step of the hiring process.



## 8. Making an offer

Securing your dream hire rests on the conversation you have with them at the offer stage, so you want to make sure you're hitting the right notes.

We invite hiring managers to join the conversation and immediately answer questions or refute any doubts that the candidate (possibly new hire!) might have.



# Our philosophy on the future of HR and recruitment

Collaboration has been the foundation of our growth and success — growing from 4 to 140 people in 6 years. This could not have been possible without the support of our team and all of us coming together to create the best product. That's why, with Recruitee, we aim to bring team collaboration to the center of hiring processes.

**We believe great teams hire great people.**

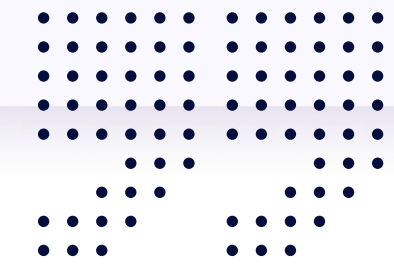
We live in a fast-paced economy, and we see collaboration as essential for an organization to achieve its growth goals. Recruitment and hiring should no longer exist behind closed doors.



The world of hiring is ever-changing. Whether remote, in-person, or hybrid, we all need to align our efforts to hire top-quality talent together.

**Perry Oostdam**

CEO and Co-Founder Recruitee



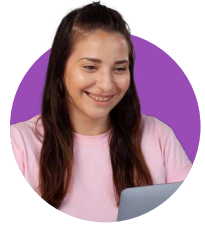


# Hire better together: A conversation with Perry Oostdam

Recruitee CEO & Co-Founder

While collaborative hiring is not a new concept in recruitment, the approach is expected to become more widespread as organizations look to keep up with the shifts in workplace dynamics. We sat down with Recruitee CEO Perry Oostdam to find out what the outcomes and rewards of collaborative hiring look like for both organizations and employees and how a culture of collaboration has helped shape Recruitee into today's success.



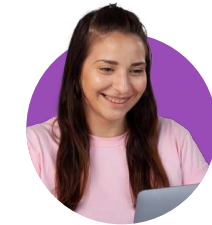


## Why do you believe collaborative hiring is invaluable for any team's success?

Building a winning team is not something you can accomplish on your own. It's a team sport. We believe that collaborative hiring leads to better outcomes for everyone — from empowering employees to select their future teammates to reducing bias that can often crop up in interviews. A collaborative approach has helped us grow exponentially.

We've seen a shift in workplace dynamics since 2020, as companies adjusted to social distancing protocols and remote working culture. Many companies have seen their talent pools grow wider, accepting remote workers as part of their new culture. We now see companies experimenting with a collaborative hiring process to accommodate growth, whether they're hiring in-person, fully remote, or hybrid to secure the talent.

We believe that collaborative hiring should be at the core of every organization and is essential in helping to build and maintain company culture and values as the world of hiring continues to transform.



## How does collaborative hiring tie in with Recruitee's early beginnings and the broader company purpose?

At Recruitee, we believed from day one in the power of teamwork and collaboration. I think that holds true for a lot of startup founders. You start a company with a handful of people and work on every aspect of its success together. Hiring collaboratively is especially important, as you're looking to find like-minded people to help your company grow, which can be difficult if you don't have

extensive experience in hiring or are working with a tight budget.

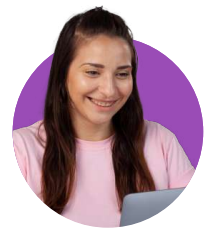
These are some of the hurdles we had to overcome when looking to grow our team and led us to build Recruitee — a fast and easy collaborative hiring software fit for teams of all sizes.

Recruitee's purpose of helping teams hire great people collaboratively was clear from the very beginning. And this encouraged us to share the product with the rest of the world.

We want to help all organizations fulfill their purpose with equally great teams, just like we did. Our vision is to put collaboration at the core of hiring teams.







**What are three reasons why collaborative hiring should be the go-to strategy for companies big and small?**

There are many reasons why collaborative hiring has a positive impact on any company's growth. If I'd have to pick three, it would be:

#### **Better candidate fit**

Your employees understand and represent your company's culture, mission, and vision. Making hiring a team sport and involving different stakeholders from the beginning will give you a range of diverse opinions on every candidate and a more complete assessment. The candidate who is ultimately selected collaboratively has the skills and personality to integrate effectively into the team.

#### **Faster time to hire**

If you want to hire great talent faster, bring your team into the process. Employee referral programs can make a lot of difference when looking to scale your hiring strategy. Not only are referrals more cost-effective, which is essential if you're at the start of your company, but they have the highest applicant-to-hire conversion rate.

#### **Stronger employee retention**

And if you're still not convinced, consider the fact that high employee engagement — created by things like an internal referral program — can directly influence your employee retention. People will feel more valued and included in the company's growth. Plus, hiring a person that your team recommended is more likely to stick with you longer.



**What's the one thing everyone should know before adopting a collaborative hiring process?**

It's not easy! You need to raise the bar for your process management and get the whole team on board. It takes a lot of planning and work, but the outcomes and rewards are worth it!



**What is in store for the future at Recruitee?**

As a product-led and customer-centric company, we hope to always reflect our values in the product we offer and the people we serve. We want to keep challenging the status quo of the HR tech industry by building a product fit for everyone's hiring needs.





# Discover your hiring potential today with Recruitee

Try for free

Get a demo