

Proposal for HR Support Services

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2024





Recruitment

Recruitment Success Academy



RECRUITMENT METHODS WE USE

Job Boards and Online Platforms

- Keyword Optimization
- Personalized Outreach
- Targeted Postings

Social Media Recruitment

- We are actively using social media platforms for targeted recruitment.

Networking and Referrals

- Internal Databases
- Ex-Candidate Referrals
- Industry Awareness
- Cooperation with Executive Search agencies



AI and Automation

- Targeted Job Opening Ads
- Cost-Effective Visibility
- Data-Driven Decision Making

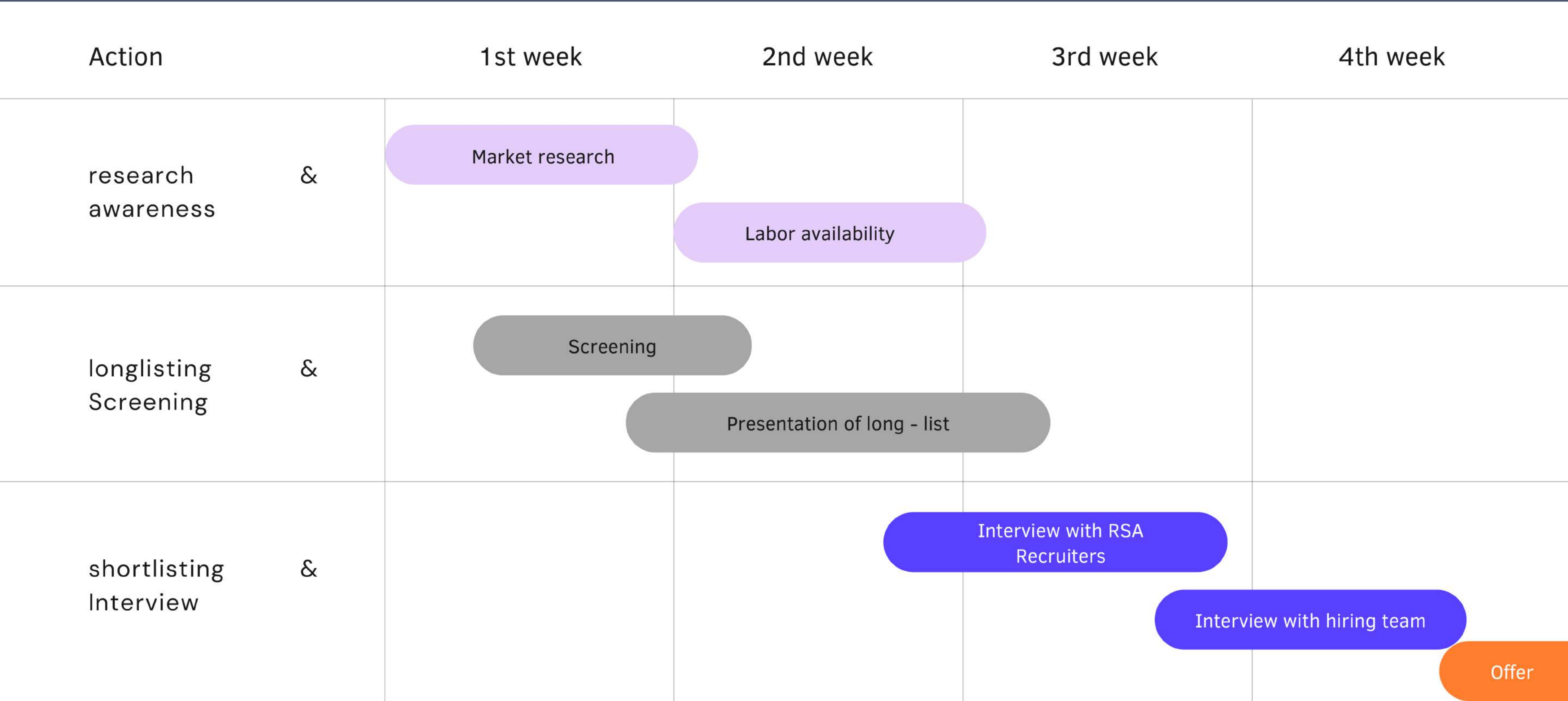
Video Interviews and Assessments

- Video Interviewing
- Transparent Communication
- Competency-Based Assessments

Recruitment Roadmap



Junior – Middle roles





The roles we've closed

On February 2024

Logistics Officer – International NGO

Responsible for overseeing warehouse operations, logistics management, and procurement activities throughout Ukraine.

M&E Coordinator – International NGO

Responsible for coordinating and collaborating with MEAL (Monitoring, Evaluation, Accountability, and Learning) officers on activities in Krakiv, Lviv, and Odesa.

Training Officer – International NGO

Responsible for developing, creating, implementing, and managing training programs, as well as overseeing a team of eight doctor-trainers across Ukraine.

Supply and Administration Coordinator – International NGO

Responsible for procurement management, ensuring control over all goods transferred, and overseeing administrative functions of the NGO's representative office in Kyiv.

HR Officer – International NGO

Accountable for the management of HR documents, coordinating the implementation of all HR policies within the Ukraine office, and playing a role in recruitment processes.



Salary Survey

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Salary Survey Methods



HR Questionnaires:

Administering structured questionnaires to Human Resources professionals within targeted organizations.

Open Application Method:

Encouraging candidates to provide salary information during the application process.

Data Collection from Messaging Platforms:

Utilizing internal tools to extract salary-related information from messaging platforms like Viber.

Job Boards Scrutiny:

Extracting salary data from public job boards, identifying salary ranges, trends.

Report includes: 3 profiles in 1 city/area

1. Minimum / Maximum / Median Salary
2. Benefits (e.g., medical insurance, bonuses, etc.)
3. Additional Information on non – material benefits





Recruiter Implant

Your Dedicated Recruiter for Unlimited Roles, All at One Fixed Monthly Price!



Streamlined Hiring Process:

With a dedicated recruiter at your disposal, organizations can streamline the hiring process, saving valuable time and resources.



Cost-Effective Solution:

This model eliminates the need for expensive contingency fees or per-hire charges associated with traditional recruitment agencies.



Strategic Talent Acquisition:

Our dedicated recruiters possess extensive industry knowledge and expertise in talent acquisition.

Our Outplacement Programs



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Your career matters



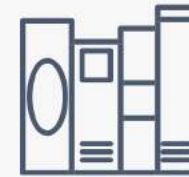
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Flexible Outplacement Programs



SEO-Optimized

- Localized CV Optimization
- LinkedIn Profile Enhancement
- Cover Letter Writing



Personalized / Group Coaching

- Career Coaching and Guidance
- Job Search Strategy Development
- Mock Interviews and Feedback Sessions
- Networking Events and Workshops
- Executive Coaching and Leadership Development



Access to Local Job Boards and Networking Opportunities



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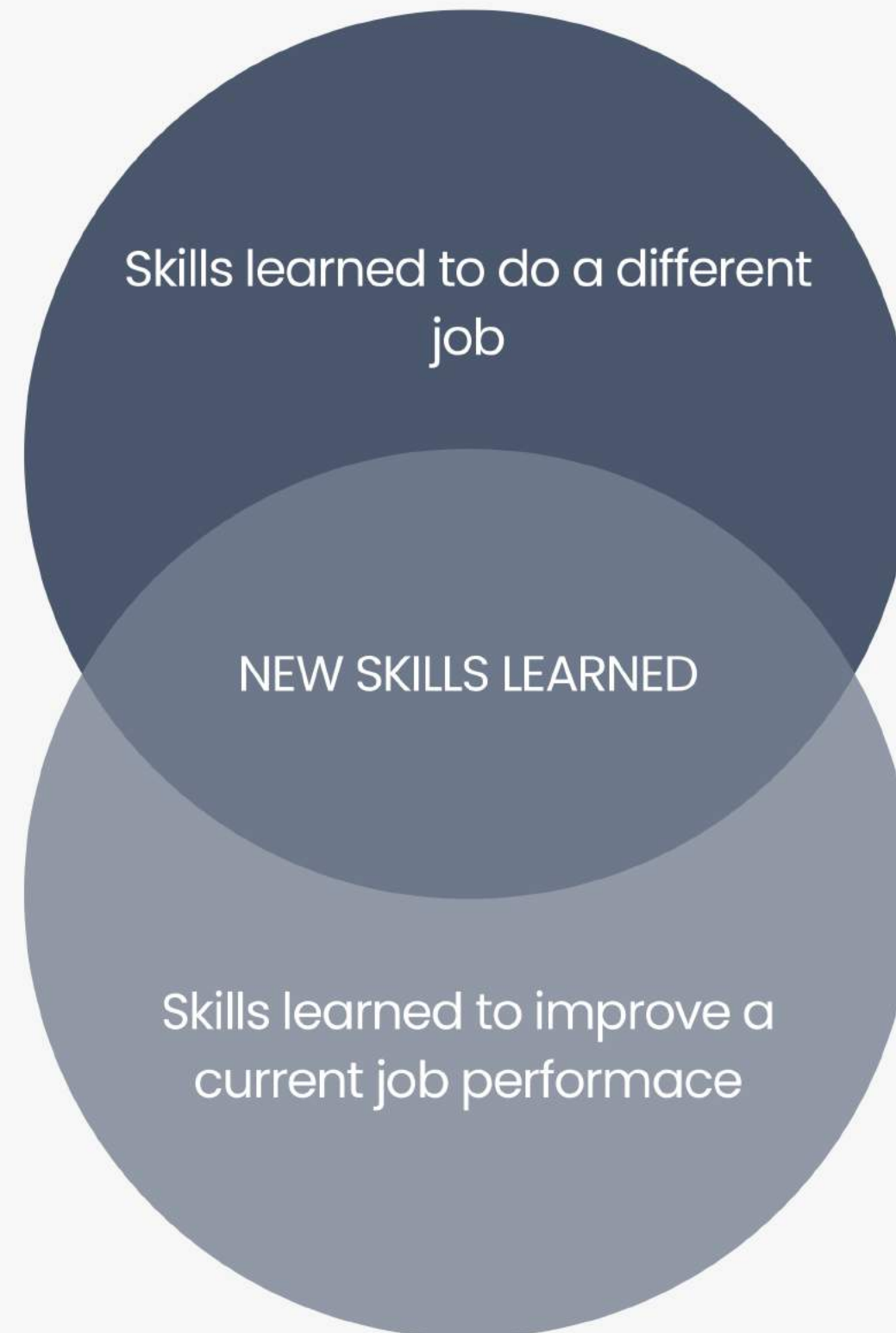
Bridging the Gap

Strategy for *Reskilling & Upskilling*

By 2030, 14% of the global workforce may need to switch occupational categories due to digitalization, automation, and AI disrupting the world of work. (McKinsey Global Institute)

Reskilling

Upskilling



LinkedIn Learning's 2021 survey highlights: Reskilling and upskilling take center stage as essential priorities for leadership, urging all companies to embrace the transition by 2025.

Here is why:

- Rapid Technological Advancements
- Addressing Skills Gaps Internally
- Adaptation to Changing Work Environments

Skill Gap Analysis



In-Depth Interviews

Each participant undergoes a thorough 60 to 90-minute interview session, allowing us to delve into their skills, experiences, and areas for development.

Combined Questionnaires

We utilize a blend of structured questionnaires incorporating your approved skill-related queries. This ensures consistency and alignment with your specific skill assessment criteria.

Skill Level Analysis

We assess the current proficiency levels of employees across various skills using a 1 to 5 rating scale. This quantitative analysis offers insights into areas of strength and areas needing improvement.

Recommendations from Independent HR Experts

Key development programs and training intervention recommendations to effectively support the business or organization with maximum value delivered.

Reskilling & Upskilling Methods We Use

Customized Training Programs (Online/Offline)

One-on-one coaching sessions

Program Evaluation and Feedback

This approach not only fosters loyalty and morale but also nurtures a flexible and resilient workforce prepared to tackle future challenges head-on.





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Contact us today if you need any HR support!

[Let's Get In Touch](#)

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