

Recruitment by H&H

Sustainable access to competence is key to achieving a competitive organisation. Our view is that recruitment should ensure that your organisation has the competence needed for the future – at all levels, from young professionals to executives.

A fast changing world places new demands on competence. We need new ways to organise our work that allow flexibility, and creates a culture that attracts the right people and encourages them to want to develop with the organisation.

To find what you want - you need to know what you're looking for

All processes to secure competence are different depending on the situation and conditions. Our method, Design Thinking by H&H, starts with a needs analysis. We look at the internal factors like organisational culture, structure interactions and goals as well as external factors like market, competition and trends.

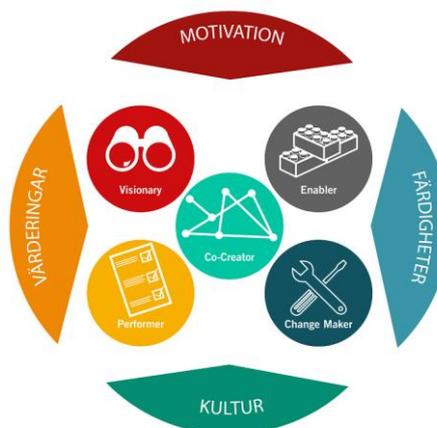
Using the needs analysis we find a solution that best meets your business goals. Sometimes an external recruitment is necessary. Then we establish a profile for the new employee, create an advert and choose media and channels that attract the right talents.

By means of continuous dialogue with our network we reach more than 40 000 talents at all levels - from young professionals to executives. Even those not actively looking for a job at the moment.

” Competence much more than CV.

There's a difference between being good and being right

In the next phase it's about finding the right competence. Today basically all organisations work across traditional boundaries as this is necessary in a fast-moving market. The naturally affects the competence required and the personal qualities of the employees become ever more important.



People Evaluation Framework by H&H.

We assume that there's a difference between being good and being right. This means that competence is more than a CV. Training and experience are important. But for us competence is as much about potential, values and motivation. Our selection, tests and interviews aim to secure both skills and that we find a person with the rights qualities values and behaviour to match the organisation.

Get started

Identify your competence needs:
Behavioural competencies, skills and values workshop 1-2 h.

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