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MIAMI, FLORIDA, UNITED STATES, February 5, 2018 /EINPresswire.com/ -- As a business grows in size, more staff are inevitably required. Small start-ups soon grow from three to thirty staff, while more established businesses see a steady stream of retirees who need to be replaced.

Elsewhere, staff may leave to start a family, to pursue other careers, or because they're moving to a new area.

Hiring—and indeed firing—is a near-constant battle for business owners, managers and HR departments in almost every industry.

It's with this in mind that [John Piccinini](#) believes there are smarter ways to hire new talent.

"The process of sorting through applications alone can be a massive drain on you, your managers, or your HR team," says Piccinini, "especially for small businesses."

He continues, "Then there's the interview process, all the phone calls, reference checking... it's a lot of work."

Piccinini believes that a less traditional approach to hiring can save businesses time and money. "By adopting a new approach, I believe you can hire a better standard of staff in less time, and with less expense," he says.

Utilizing LinkedIn

"Most businesses go straight down the traditional route of advertising job openings," [explains John Piccinini](#). "For many companies, they're not advertising in the right places, or to the right people."

It's for this reason that Piccinini believes in utilizing LinkedIn.

LinkedIn allows employers to advertise openings only to those with the right skill sets. It also allows those looking for work to find openings which they're already perfect for.

"It's about appealing to the right people from the outset," Piccinini adds.



John Piccinini



Consider allowing telecommuting

"The right person might not be on your doorstep," explains Piccinini.

What if the right person for the role is hundreds or thousands of miles away, and not interested in relocation?

According to Piccinini, allowing staff to telecommute is an option which is often wrongly overlooked.

"Don't dismiss a potentially perfect hire because they're not local. For work which relies predominantly on a telephone line and internet connection, consider hiring remote workers," he says.

"It's a great way to open up the pool of potential hires if there's nobody local who's right for the role," concludes Piccinini.

Hire a recruiter

Often deemed expensive or the preserve of large companies only, smaller businesses are now relying on recruiters and recruitment agencies to find staff.

By eliminating time spent processing applications and arranging interviews, recruiters connect the right people with the right roles.

"Sure, there's a cost involved," says Piccinini. "But when you break it down, it's often cheaper and much more effective time-wise to put a specialist on the task of finding new employees."

"For me," he adds, "it's a no-brainer."

Always outline employee benefits

While a great job opening will always attract interest from potential employees, Piccinini believes there's something to be said about really selling your business to the right person or people.

"If there's a company car included, shout about it!" [exclaims John Piccinini](#). "Don't undersell the opportunity or the perfect member of staff might end up applying elsewhere."

Piccinini is especially keen to emphasize this, adding that it's as much about retaining great talent as it is about finding it in the first place.

"Don't let people think the grass is greener elsewhere," he adds. "Even once you've hired them, really look after your team and they'll continue to look after you!"

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