



BREAK THE MOULD

Hiring outside of industry

When recruiting for a new hire, it seems obvious to want to first look at candidates that come from within the industry. Already equipped with industry experience and knowledge, they have a good chance of quickly fitting in to the new role. However, when screening candidates, employment history is only half the picture. Personality or 'cultural fit' is very difficult to interpret from a CV, and yet is paramount to the success of any new hire. In our experience, the best candidate for the role can sometimes originate from further afield, and by broadening the search, businesses can access a far greater pool of talent they'd otherwise missed.

Hiring from outside industry brings new perspective and ideas, drives innovation and diversifies the workforce. Existing employees can benefit from non-industry viewpoints, and unsolved problems may well be clarified thanks to a fresh pair of eyes. An 'outsider' can challenge the status-quo, antiquated policies and procedures and ask questions that may be missed by seasoned workers.

A few of our own highly-successful case studies include a successful hospitality business owner transitioning into the Head of Sales for a Manufacturing company. We've also placed a candidate from Financial Services into Construction and someone from Toys into Financial Services.

So in an age where 51% of candidates are working in multiple industries in their lifetime, it's more important now than ever to consider those that come from outside the industry. Skills and industry jargon can in time be learned, but personality and work ethic, the crucial foundations to any valuable employee, are oftentimes fixed.