

Social Care Code of Practice for International Recruitment

Planning a successful international recruitment campaign

STEP ONE

Evaluating the effectiveness of your UK recruitment activities.
This is essential if work permits are required



STEP TWO

Gathering information on the legal and employment aspects of recruiting internationally and ethically



STEP THREE

Securing senior level commitment and support for an overseas recruitment drive.
Putting together an internal team to make the campaign happen.



STEP FOUR

Identifying your key selling points to promote yourself abroad



STEP FIVE

Developing a supporting infrastructure for employees from overseas – issues to consider



STEP SIX

Identifying suitable employer partners and/or selecting a recruitment agency to work on your campaign



STEP SEVEN

Identifying appropriate recruitment methods



STEP EIGHT

Selecting the assessment method(s) that suit you and carrying out interviews



STEP NINE

Carrying out the necessary checks



STEP TEN

Meeting and greeting the arrivals



STEP ELEVEN

Supporting and developing the new employees
Orientation and Induction. Identifying a buddy



STEP TWELVE

Gathering feedback and evaluating the success of the campaign