



It's time to hire again checklist

It can be difficult to know when to hire, you may have competing budgets, projects that are up in the air, new systems being implemented, etc. But there are some tell-tale signs to look out for that suggest it's time to invest in growing your headcount.

As your business grows, it's important to be vigilant with continuously examining your needs. By recognising the signs that it's time to hire new staff, you can help reduce staff turnover, increase productivity, revenue, and team morale!

Your talent planning checklist

Below is a useful checklist to work through and find out if it's time to scale your team(s). Tick off all the scenarios that apply to your situation, if you tick off more than four then it's time to start hiring again!



☐ Your market is on the way up

Is a lack of resource leading you to turn down new projects? If your market is on the way up, you will need to hire headcount and seize opportunities before your competitors do. This will also help drive additional revenue and ultimately, keep driving your business forward.

☐ Are you on track to meeting long-term business objectives?

Whether it's key projects that have an immediate start or you have identified something down the line that needs additional headcount to make it a success, having a holistic understanding of your business is key.

☐ You've identified skills gaps in your team

If your current employees don't have the skills to drive business forward and you require more specialised skills, knowledge or expertise, it's time to hire somebody new. Particularly if you lack the resources inhouse for internal training.

☐ Your competition is hiring (and snapping up all the best candidates)

Competitive analysis is key when considering your hiring strategy. Are your competitors hiring and if so, how can you position yourself as a more attractive prospect to top candidates? With new, young talent coming onto the market each year, don't miss out on some of the industry's finest!

☐ Your existing workforce lacks resource

If your team feel like they don't have enough bandwidth to do their job to the best of their ability, then hiring a new employee is essential to maintaining productivity and avoiding burnout. Trust their real-time feedback!

☐ Highly skilled employees are taking on low-value tasks

When resources are stretched, your existing talent can be pulled in many different directions. This can impede their ability to do their regular, high-value work that is important for business. If there is a drop in the quality of work produced, this can also be noticed by key stakeholders and clients.

Ready to scale your team?

We have the resource and reach to support your recruitment needs and can find you the permanent or contract talent you need – either in person or remotely – to drive success in the future of your organisation.

Get in touch today to get started.

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