



Let's Go
Build

**Supply-Build
Canada**

Strategies to Make the Right Hire

Hiring the right talent can be challenging, especially with so many strong candidates out there.

If you're not sure where to start, we can help. Here are some practical tips and tools to help you find the perfect fit for your company.

Five Skills and Traits to Look For

While every organization has unique needs, some traits are universal. Here's what to keep in mind when looking for that all-star employee:

1. **Adaptable:** Go after candidates who embrace change, stay on top of industry trends and are eager to learn.
2. **Strong Abilities:** Ensure a candidate's expertise aligns with your goals. If they lack a specific skill, consider whether it's something your team can help them develop.
3. **Cultural Fit:** While an impressive resume matters, make sure their personality matches your company culture. As we say, team players for the win!
4. **Problem-Solver:** You want candidates who can think critically, troubleshoot and take initiative by offering ideas and solutions.
5. **Clear Communicator:** Whether by email or in person, strong communicators make the work day easier.

Finding the Right Talent

Now that you know what you're looking for, here are some strategies to help you attract and hire the best candidate.

1. **Leverage Industry-Specific Channels:** Our online [Job Board](#) can help narrow down your candidate pool while connecting you with skilled talent tailored to your needs. Consider attending career fairs to meet people in the field and grow your network.
2. **Make Your Job Description Clear:** A well-crafted job description attracts the right candidates and filters out the wrong ones. Be specific about any training, certifications and experience needed for the role. If certain qualifications are trainable, mention them.

Additionally, help streamline the application process with concise language, relevant keywords and must-have versus nice-to-have skills.
3. **Stand Apart from the Crowd:** In today's competitive market, attracting top talent means setting yourself apart. Showcasing your unique culture, growth opportunities, benefits and training programs helps candidates see why your company is an awesome place to work.

Your brand and recruitment website should also reflect what makes you different and get potential candidates excited to join your team.

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Ready to Start Onboarding?

Once you've found that star employee, it's just as important to keep them happy. Let's make sure you've got everything in place to help them thrive.

Welcoming and Retaining Great Employees

Here's a handy checklist to make them feel right at home:

1. **Create a Welcome Plan:** Plan a structured onboarding experience with introductions and training.
2. **Consider a Mentor:** Pair new team members with experienced colleagues to help guide and answer any questions.
3. **Set Clear Expectations:** Ensure new hires understand their role and what success looks like.
4. **Regular Check-Ins:** Schedule brief chats during the first few months to address any questions and concerns.
5. **Invest in Growth:** Create opportunities for learning, career advancement, while recognizing their A+ effort.
6. **Skill Training:** Building Material Fundamentals is a key step in the onboarding process, designed to provide new hires with foundational knowledge of building materials.



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