

HIRING MANAGER – THE PRINCIPAL IN THE RECRUITING

The hiring manager in recruitment

Hiring managers are line managers in their role in the recruitment process. This is to distinguish them from the recruiters who represent the HR side. Hiring managers are the principals of the recruitment process and bear the ultimate decision responsibility. They determine the recruitment requirement based on the task volume in their area and define the job profile. The recruiters as service providers and specialists advise them in this process. The scope of support depends on the seniority of the recruiters. Since more and more tasks have been delegated to the line in the course of the specialization of HR functions, managers need targeted support. Recruiters often preselect applications and only forward those applicants who meet certain basic requirements. The preselection can go so far that hiring managers only see those applicants who have already successfully passed the hurdle of the initial interview with the recruiters.

Task sharing between hiring manager and recruiter

Once the order has been placed, the main task of recruitment lies with the recruiters. They search for suitable candidates through various channels. In the area of sought-after specialists, the search is increasingly carried out by directly approaching suitable persons. Therefore, a large proportion of recruiters have a background as headhunters. Their skills are indispensable for an active search on the hidden labour market. Once the recruiters have found candidates, they conduct the job interviews together with the hiring managers. In doing so, the hiring managers check above all the applicants' professional knowledge and the fit of their personality. The recruiters pay particular attention to ensuring that the applicants fit the culture of the company. With their distinct knowledge of human nature, they assess applicants realistically so that the recruitment will be a success in the long term.