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**HAMILTON BRADSHAW**  
Investing in people with passion

## How can I make sure I've recruited the best people?

**Ask  
James**



James Caan

*Dear James*

I am looking for fresh talent for my business and I would like some tips on hiring – especially what to ask in the interview.

*Kathryn*

At my organisation, no matter what role we are recruiting for, we meet candidates at least three times – sometimes as many as five. I always get someone in my team involved in the first interview. As well as knowing what questions to ask they can also give the candidate a good idea of what to expect from the job they are applying for.

It's hard to tell straight away if you are taking on the right person, but aim to keep mistakes to a minimum. After all, recruitment can be incredibly expensive and time consuming. When we have shortlisted the final candidates we like them to carry out a practical task such as a presentation or preparing a report – there is no point taking someone on if he or she can't actually deliver from a brief on something that is relevant to the job.

At that stage, I invite two or three of my team members to sit in on the presentation and ask questions. Another curve ball is to invite a promising candidate to one of our social events. Obviously when people are out of the work place, they tend to relax and that's when you see how

they interact with others.

Like I said you can never be totally sure of your decisions to hire. For me I like to put a full recruitment strategy in place as it takes a lot of risk out of the process.

■ *For the full article and news of James Caan's free app, go to [www.standard.co.uk/askjames](http://www.standard.co.uk/askjames). His book, *Start Your Business in 7 Days*, is out now.*