

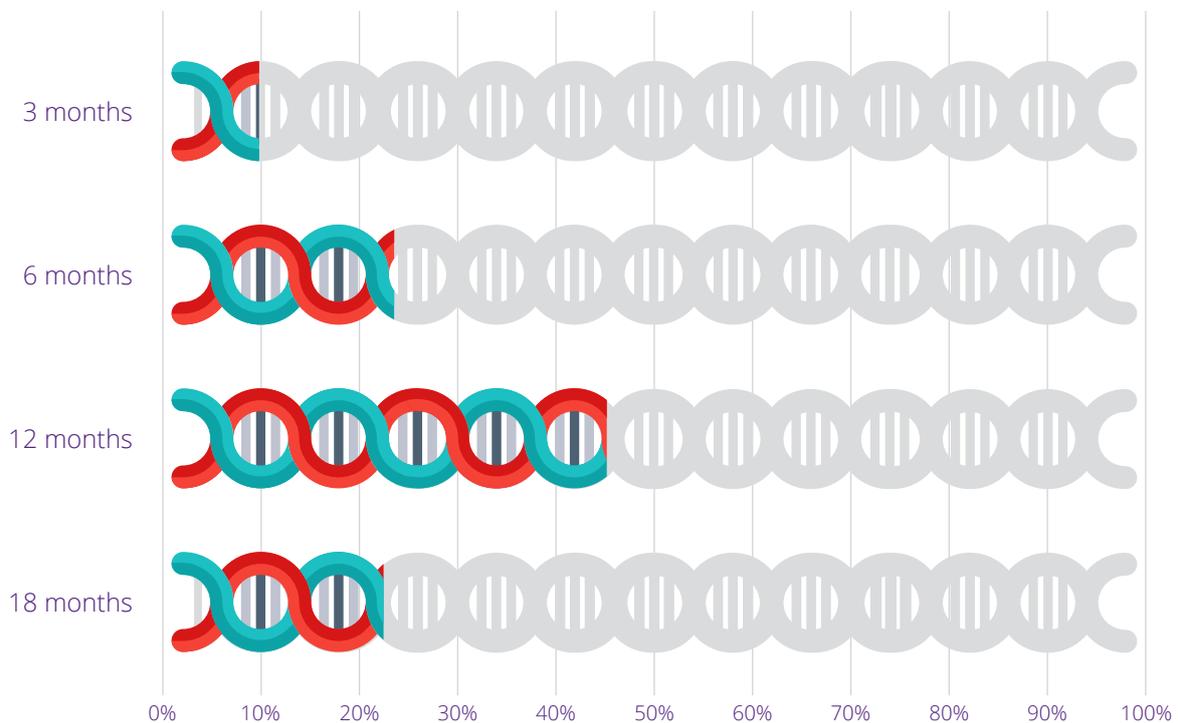


Top Tips to Recruit a Contractor

We recently surveyed our candidates and contractors to find out what would motivate them to accept a contract role. Here are the results and our top tips.

? If you were to consider a contract, what length are you most likely to accept?

💡 45% of contractors would consider a 12 month contract and over 22% would consider a 6 month contract.



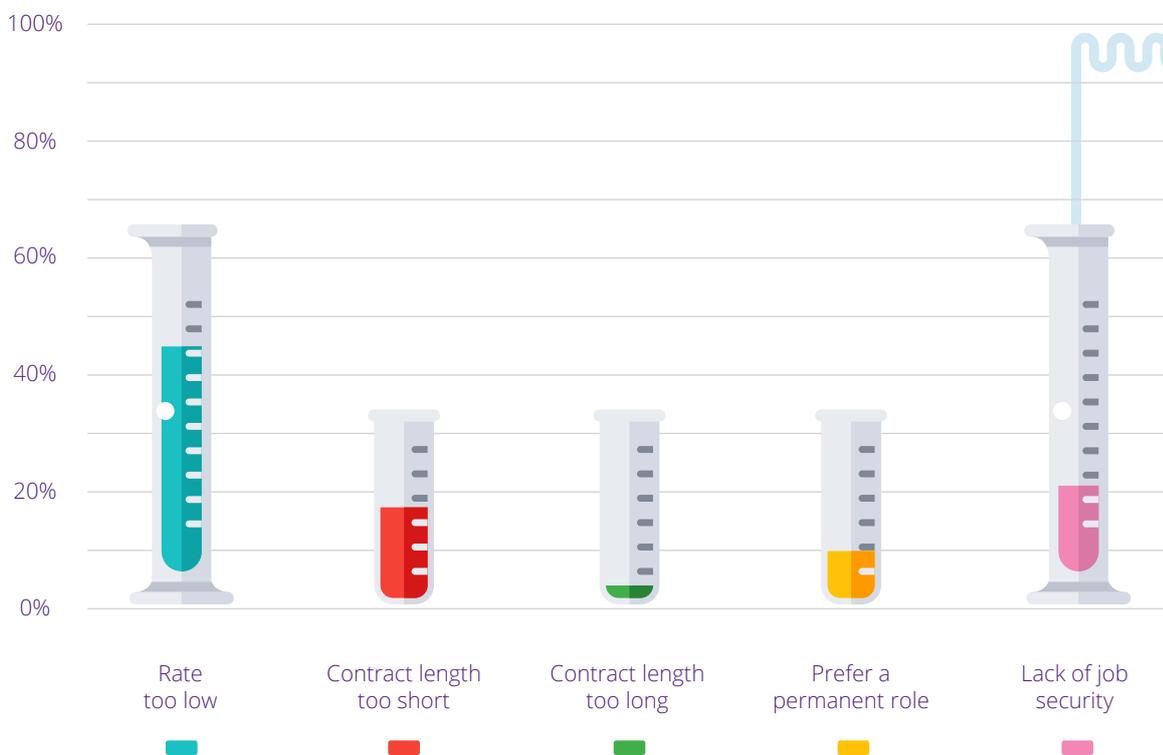
Top tips

- If you know a project will last up to 6 months make sure you advertise it for 6 months rather than a 3 month ongoing contract.
- If you know you will be able to extend or offer a longer contract let the contractor know at the beginning of the process.



? What puts people off accepting a contract?

💡 45% of people looking for a new role would be put off accepting a contract if the rate is too low.

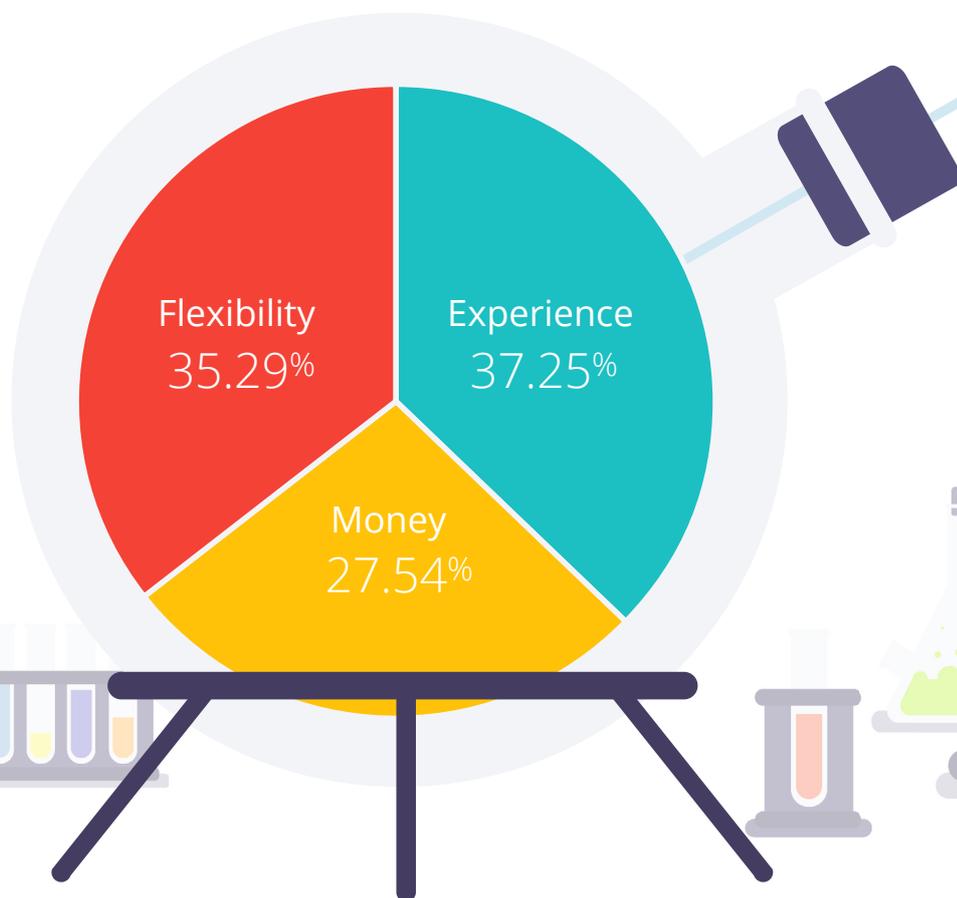


Tip

Don't offer a rate that is less than the market average. Most contractors contract for a reason and can be more expensive than permanent hires. They bring specific skill sets that can help out on projects in a business.

? Why are people interested in contracting?

💡 Over two thirds of candidates asked view contracting as a way to gain experience and job flexibility.

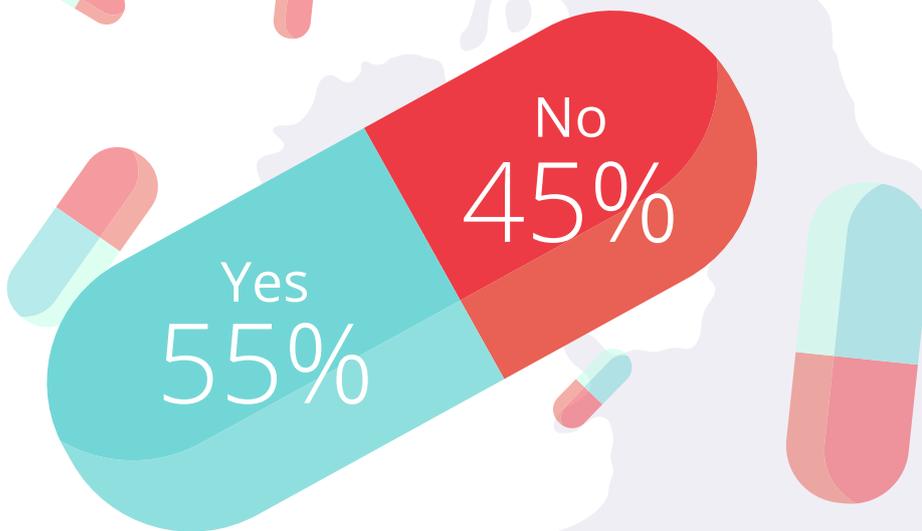


Tip

Ensure you offer learning opportunities and role flexibility to attract a greater range of candidates.

? Would you relocate for a contract role?

💡 55% of people asked would relocate for a contract role.

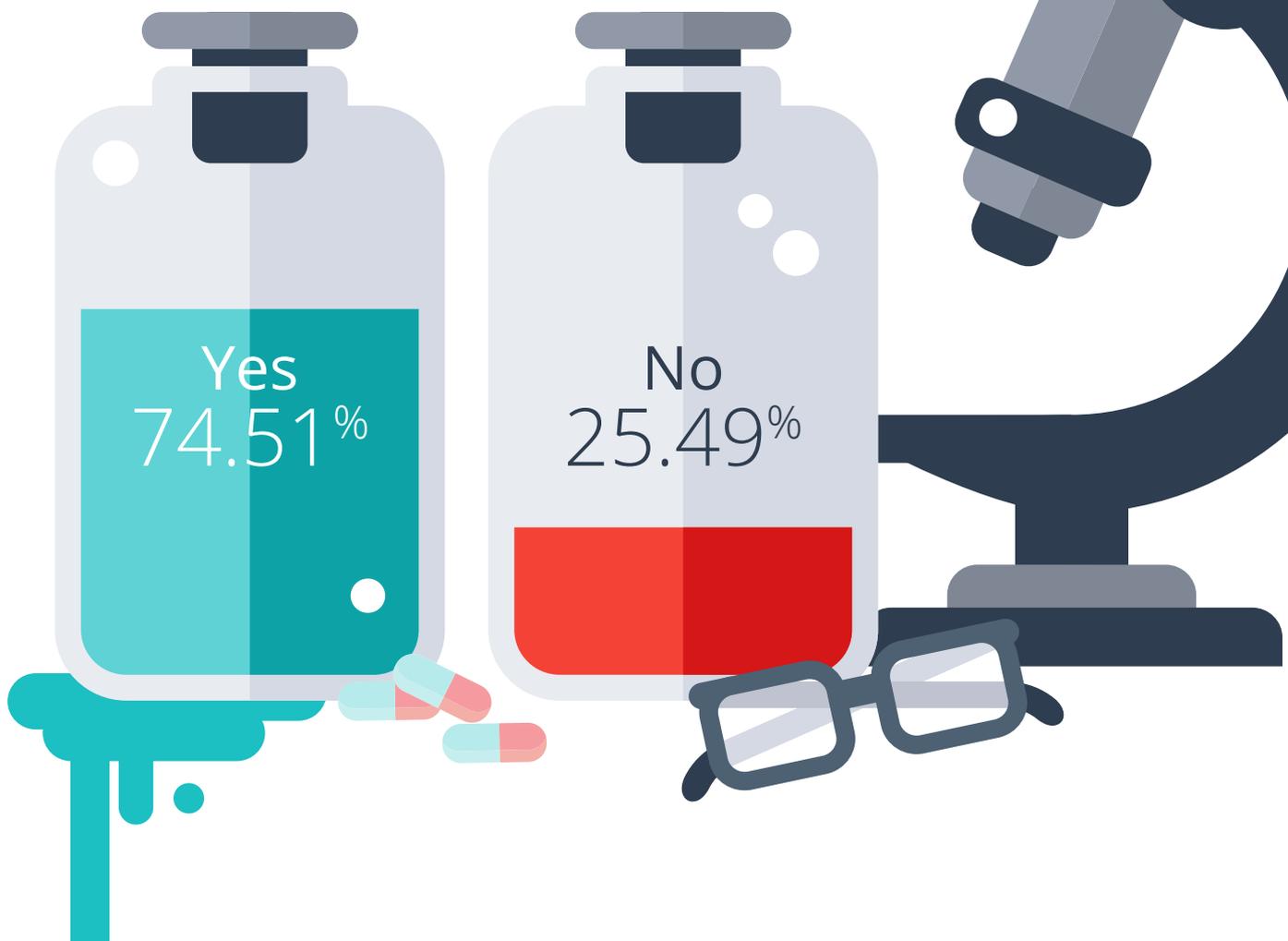


Tip

- Don't be afraid to consider candidates outside of your locality.
- Remember that most contractors will relocate for a role.

? Would you consider working away for a contract role, such as four days a week for example?

💡 More than two thirds of job seekers would consider working away.



Tip

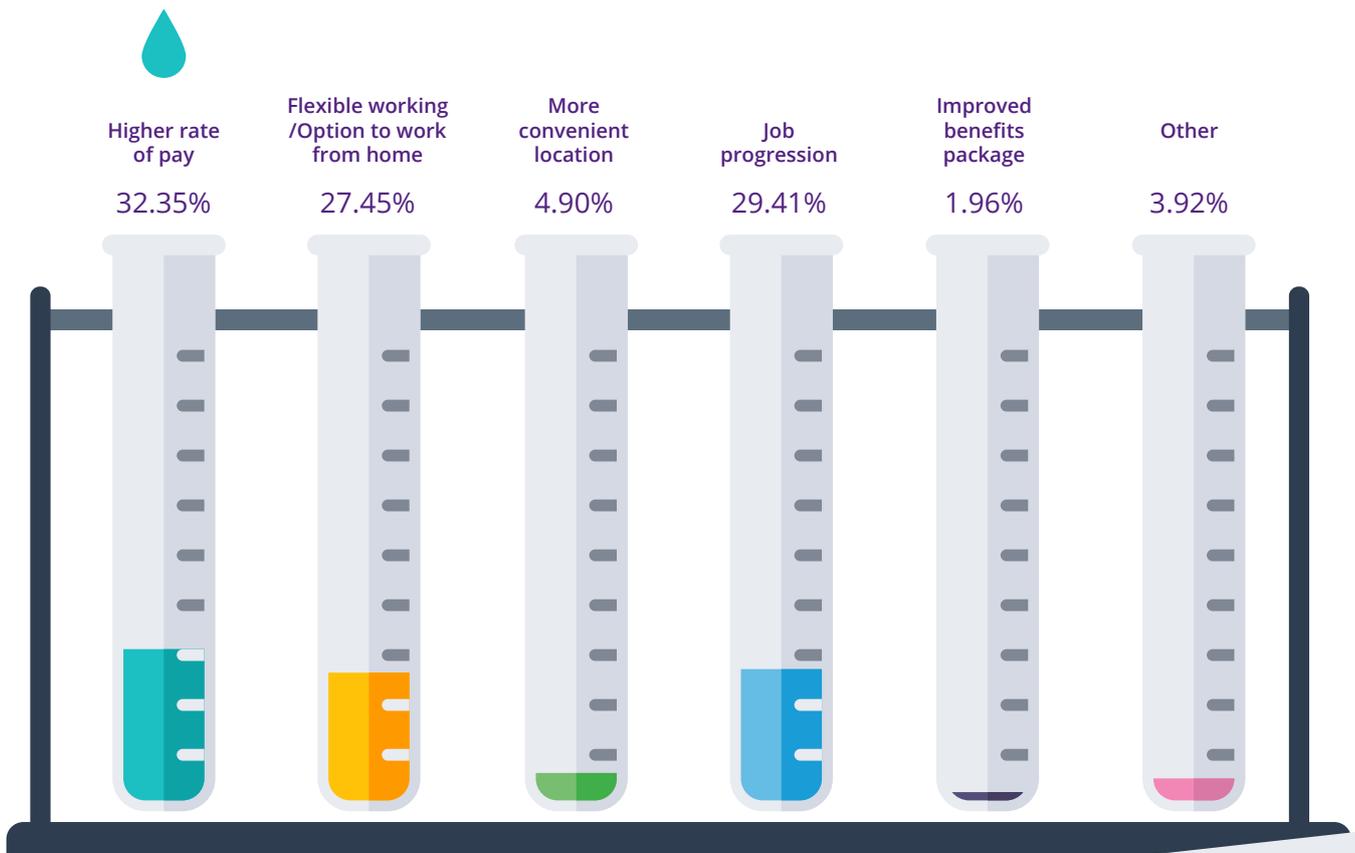
74% of people would consider **working away** 4 days a week – if you're struggling to attract the right staff due to location, consider offering a 4 day week or one day from home. This will open up a whole new market for you.



What attracts candidates to a new role?



32.35% of candidates asked stated higher pay and 29.41% said job progression.



Tip

If you are looking to recruit remember that job progression, higher rate of pay and the option of flexible working are the main motivators for the current candidate driven recruitment market.



Did you know:

85% of our candidates asked have worked a contract position before and 78% would be happy to consider another contract role.

