

Recruiting Supply Chain at the University of Tennessee

Russ Coughenour / Director Career Services

Critical Recruiting Conversations Begin in Summer

- Hiring expectations
- Timeframe
- Opportunities (yours)
- FT v. Interns
- Geography
- Don't miss events
- On-campus opportunities (ours)
 - Speaking to
 - Sponsorship of
 - Special Events

Example

- Conversation with Career Services and key faculty (summer)
- Position announcements on Hire-A-VOL by first week of classes (late August)
- Registration for SC Fair and Annual Fall Job Fair
- On-campus recruiting date(s) and special events scheduled (asap)

Example Job Listing

- Due to rapid growth and expansion across the U.S., XYZ is seeking elite talent for our high profile National Sales Team. The Sales Team is for individuals who are **driven and motivated** by an opportunity to experience XYZ's headquarters in Indianapolis, IN while participating in our comprehensive training and mentoring program and then building up their own book of business. You will then take those talents to any of XYZ's satellite locations across the country, or become a founding member of a new office in a new city! We're looking for **exceptional sales talent** to expand our market share in this multi-billion dollar industry. Custom concierge services and **fast-track to management** are just some of the opportunities offered for the right achiever as well as **relocation expenses and signing bonus** offered to eligible candidates. If you are self-motivated, interested in unlimited earning potential and unparalleled opportunities with a **high-energy culture**, submit your application to this Sales Executive position on XYZ's Team!
- **EXTRAS you may want to add:**
 - Be sure to see us (names included) at the Supply Chain Fair on Monday, September 23rd 2013 at Thompson Boling Arena
 - Follow us @
 - E-mail 2010 UT Alumni Steve Johnson @ sjohnson@xyzlogistics.com to discuss XYZ from a UT alumni perspective.
 - See us @

Applicant Tracking

- Once interviewed, stay in touch with your top candidates.
- Let them know of 2nd interviews asap.
- Some employers go 4-6 weeks with no contact with the student
- Ideas include direct emails
- Parent involvement?

How to Stay in Touch

- Example email
 - *Dear Susan, XYZ remains interested in your candidacy for our Sales training program. As we await further “next steps” thought you might enjoy reading about our recent award for Outstanding Community Citizenship in the Indianapolis area for 2012 see: www.indianaawards.com*
 - Hope to see you in the next couple weeks!*

Differentiators

- Just like employers, students look for differentiators in employers!
- Many will side with the company that “*seemed to want me the most*” +
- The one that offered the highest salary 😊
- You are in control of how much you seem to care about whether the student comes to work for you or not!
- How are you differentiating your brand from others?
- THIS, is where a good Career Services office can help . . . So engage us early and often through the process

Wrap Up!

- Celebrate your successes with us by providing feedback about who you hired , for what and at what salary and geographic location.
- It will *make us* look good!
- It will help future students!