THE BIG DATA GUIDE TO RECRUITING
FOR THE RIGHT SKILLS

By 2020

One third of the desired core skill-sets of most occupations will be comprised of skills that are not yet considered crucial to the job today. Here's how big data can help you identify and nurture the right skills for organizational success

1 IDENTIFY THE SKILLS involved in getting a job done!

By analysing current market patterns and talent shifts, big data can shed light on which skills are set to dominate the market in a few years

Find today's 2 TRENDING JOB TITLES for that skill

Unsure about what job title to use? Using analytic tools can ensure that your job titles are at par with what the industry is using

3 LOCATE PEOPLE proficient in those skills

Analytical tools bring swifter results to candidate searches, by offering skill-matches and best-fit options, from sources you might not normally tap into

Reach out to them using 4 THE RIGHT KEYWORDS

Using AI and machine learning, you could hit upon keywords that would much likely trigger a response from your target audience

Check the 5 CLOSING TIME for that position

Analytics can compare data for several companies- giving recruiters estimates of their closing timeframes

Build a steady 6 TALENT PIPELINE

Using skill matches and talent heat maps, recruiters can tap into better talent pools building pipelines more efficiently

Select 7 THE RIGHT CANDIDATE

Opting for a big-data tool during the initial phases of your recruitment cycle could lower costs, improve overall hiring efficiency and the quality of hires for an organization.- thereby creating an environment that nurtures the right skills and improves job satisfaction.

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