

Launching a New Talent Acquisition Team

04 - 04 Apr 2024

Poll results

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- How many years of experience do you have with Talent Acquisition
- What do you see as the most significant challenges in your daily Talent Acquisition work?
- Are there any initiatives underway or ideas brewing to evolve your Talent Acquisition practices within your organization?

How many years of experience do you have with Talent Acquisition

0 4 2

0-2 years



3-4 years



5-6 years



7+ years



What do you see as the most significant challenges in your daily Talent Acquisition work?

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Centralized decisions
Global operating models
Getting TT38 in the bus..
Strategic workforce plann
System supporting Cooperation with BP
Building teams
Topleaders attention
career prospects
Non-supporting tools
DEI in action
Measuring eb efforts
scarce candidate market

Candidate experience

managing expectations
Unrealistic kpi's
Full/shared resources
Employer branding
KPIs for EB closer to the business
Scaling capacity
System advancement
Timely planning for futur
Busy leaders
Relationship recruiting
Proactive support
Exiting career paths
Date to Challenge diversi

Are there any initiatives underway or ideas brewing to evolve your Talent Acquisition practices within your organization?

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- How to utilize AI
- Agile Scrum
- Internal candidate recruitment process
- Recruit short term contractors
- Building career paths for specialists - as an retention strategy
- To Implement scrum in TA team
- How to handle unsolicited applications
- Implementing sourcing hub and integrating recruitment of blue collar workers into TA
- leadership pipeline - succession planning and building talent for growth
- Training managers in how to manage bias in the recruitment process
- Career development for TA
- To implement unbiased and anonymous assessment systems much earlier in the process
- Less advertisement and relying on sourcing (only)