

Smelt Talent pools

Drive your business forward by building customised talent Pools in cooperation with Smelt to give you constant availability of the best candidates.



Pro-actively building a pipeline of potential candidates for your organisation means having access to top-talent even before a job opportunity arises. Together we will create and build the talent pool where Smelt maintains close contact with the candidates, ensuring that candidates will be kept up to date and interested in your organisation until the vacancy occurs. During this process Smelt will be the link between your organisation and the candidates. Giving you time to focus on your day-to-day operations.

Building customised talent Pools in cooperation with Smelt can be your answer to attracting suitable candidates when your company is experiencing the following:

Shortage in
candidate profiles

Not reaching the
right talent

The hiring time
is too long

High turnover-hence
lots of vacancies

Mismatches
new hires leaving too soon

Unexpected
vacancies

Candidates that do
not meet expectations

Building Talent Pools the main benefits!



Attract top-talent

The ability to attract 'top'-talent because there is no time constraint.



Reduced mismatches

The opportunity to get to know the candidate better without time pressure.



Reduced hiring time

At the occurrence of the vacancy, hiring time will be reduced as the preferred candidate has already been selected.



Reduced rejections

In the lead up period all requirements are already inventoried. This lowers the risk that the candidate will reject the job offer.

Our service!



Precision

More clarity between the job description, the candidate and your organisation.



Quality

We guarantee candidates with the best quality.



Candidates

Constant availability of candidates that will drive the business forward.



Community building

Candidates that are already aware of the challenging and inspiring employer environment as they have met the manager and are already familiar with the company culture.

