



# HOW TO BUILD A REPEATABLE SYSTEM FOR HIRING AND RETAINING CLOUD TALENT

## PART 6: DON'T FORGET TO NURTURE

When you have gone to the trouble of engaging with the finest tech talent out there, it makes sense to nurture these relationships. Yet all too often, organisations fail to follow through in this area, which means that they have largely wasted the efforts that have gone before. Don't make nurturing potential candidates a missed opportunity for your business, and instead, make it the final element in building a highly repeatable cycle of successful talent acquisition.

### TALENT NURTURING MAKES THE DIFFERENCE

In a talent-driven jobs market, nurturing talented candidates who may not have been quite the right fit for a previous vacancy can greatly simplify the hiring process next time around. By keeping tabs - and keeping connected to - a pool of tech talent, your business will have a ready-made shortlist of professionals to contact when your next vacancy arises. This, in turn, leads to a shorter time to hire, meaning a more streamlined, more efficient, and less disruptive hiring process.

Of course, nurturing talent means more than simply keeping their CVs on file. You should build a profile of information for promising candidates, including relevant details such as skill sets, location, and previous experience. Understanding your talent pool will help you make a success of the next stage, which involves regularly engaging with these professionals.



## BUILDING LASTING RELATIONSHIPS

You want to create relationships with your talent pool, so use a variety of channels to make connections. Many of these approaches will already be familiar from the work carried out to attract talent: look at using social media and emails to keep in touch, or share relevant content. Arrange meet-ups to touch base with industry talent and reaffirm your brand's values in person.

Don't forget the aftercare when meeting promising professionals who aren't suitable for your vacancy right now. When you interview for a role, keep in touch with the candidates who you could envisage fitting into your organisation at a future date. This immediately improves the candidate experience, increasing the chances that this tech talent will be interested in applying for your future vacancies.

With this section, and the five sections that it follows, you should now be well equipped to craft an effective and repeatable recruitment strategy, which will leave your organisation ready to face the challenges of the future. By starting with a thorough assessment of your current skills needs, an understanding of the importance of keeping the recruitment process streamlined and efficient, and a clear portfolio of methods for both attracting and retaining talent, you will be able to successfully navigate the tech talent landscape every time.

## CRAFT YOUR RECRUITMENT JOURNEY WITH REGAL CLOUD

As experts in every aspect of the talent landscape, from accessing the finest candidates through to long-term talent retention, Regal Cloud makes the ideal partner for organisations looking to optimise their hiring process. Our specialist knowledge of the tech skills currently needed for business growth means that we can help you identify the people with the right skills, and get them in place fast.



---

**Please get in touch today, at 26 Kings Hill Avenue, Kent, ME19 4AE, on 0208 004 9877, or at [enquiries@regal-cloud.com](mailto:enquiries@regal-cloud.com), and discover how Regal Cloud can help you in encouraging diversity to build a more inclusive workplace.**

---