



# WHAT IS A TALENT BENCH AND WHY DO YOU NEED ONE?

The recruitment process is always a challenging one and streamlining your hiring and on-boarding strategies can help your business to ensure you are consistently attracting the best possible applicants for each vacancy within your team.

If you don't have a talent bench, you're already one step behind businesses that do. This can have wide-ranging consequences for both your team and your margins, which is why investing in this process can radically change the way you approach recruitment for the better moving forwards.

## WHAT EXACTLY IS A TALENT BENCH?

A talent bench is essentially a handpicked selection of potential candidates who are ready to fill vacancies when they arise within your team. Think of your talent bench as the best talent pipeline it's possible to have.

As the top priority of all recruitment teams is to ensure that the best quality candidates are applying for vacancies, the notion of having several attractive options ready and eager to get started is always going to be extremely positive.

## WHY DO I NEED A TALENT BENCH?

As recruitment marketplaces are extremely competitive, it is no longer a viable strategy to begin the hiring process when an existing employee leaves the business or a new role appears. This approach often results in chaos as there simply isn't enough time to create job postings, review resumes and conduct interviews to find the ideal candidate.



With a talent bench, all the stress of hiring within a short time frame is removed because recruitment teams can simply call on top quality candidates who have already had their references checked and gone through the interview process. This also has a positive knock-on effect with regard to the financial costs associated with bringing in new hires.

Through adopting a proactive approach to hiring and ensuring that you maintain open channels of communication with potential candidates at every stage, you will positively enhance the image and awareness of your brand. Over time, this will reflect well on your company culture and ensure that candidates instantly associate your brand with being a great place to work.

## BUILDING A TALENT BENCH

The traditional recruitment mindset of turning away talent when there are no vacancies to fill is outdated. Instead, the best recruiters are always on the lookout for quality talent to jump on board and will always make time to talk with prospective hires they don't want to miss out on.

The most talented professionals tend to have a stable role that allows them to utilise their skill set, which means that they might not be looking to make a move. You have nothing to lose by engaging them in conversation and giving them the selling points of your business. But this approach will only work if you have something to say that will pique their interest. One of the key things to keep in mind is that talented professionals actively want to work alongside other talented professionals, so consider setting up a referral program.

Communication will need to be an ongoing process as it is essential that you consistently recognise how valuable your talent bench is. You will need to create an effective candidate engagement and management strategy, which will allow you to maintain the quality of your talent bench on an ongoing basis.

**REGAL CLOUD IS A TALENT CONSULTANCY HYBRID PROVIDING FIRST CLASS TECH HIRING SERVICES TO A SUBSTANTIAL POOL OF CLIENTS. TO FIND OUT MORE ABOUT HOW WE CAN HELP YOU TO KEEP YOUR TALENT PIPELINE MOVING ALONG SMOOTHLY AND ENSURE THAT YOU ARE ALWAYS BEST-PLACED TO HIRE THE RIGHT CANDIDATE AT THE RIGHT TIME.**

---

**Please get in touch today.**

**Call: 0208 004 9877, Email: [enquiries@regal-cloud.com](mailto:enquiries@regal-cloud.com),**

---