

Hiring challenges for Dutch companies in 2023



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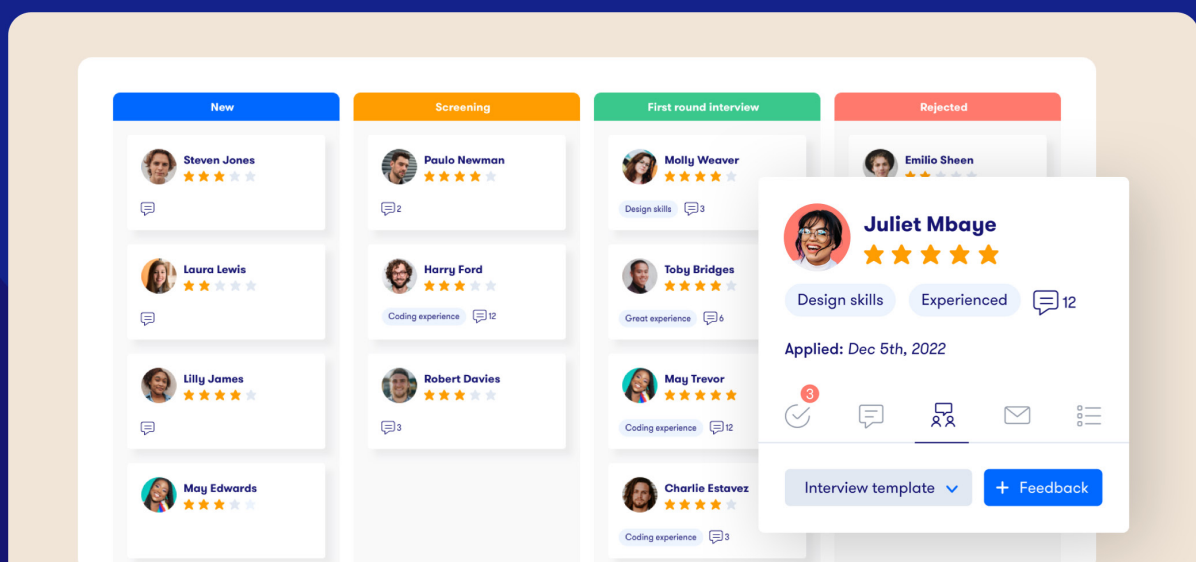
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Introduction

The competition to attract top talent has never been more heated - nor as difficult as it is today. And as the sweet cherry on top, the Dutch unemployment rate is one of the lowest worldwide, measuring 3.8% in September 2022. Employees are happy to change jobs but only to a company with a clear and aligned mission, according to Inhunt World's "Adams Multilingual Recruitment". In other words, recruiting in a fast-changing world where the candidate holds the power is far from a walk in the park.

Hiring leaders must employ new and innovative strategies to meet the challenges of the modern recruiting landscape. This is why 99% of fortune 500 companies already decided to implement an ATS to streamline their hiring process. How can implementing an ATS help you overcome some of your biggest hiring challenges? Let us walk you through 5 of the most crucial ones and how an ATS can help you beat these, one by one.

In case you haven't heard of us before, Jobylon is a modern and user-friendly talent acquisition platform used by some of the biggest employers in the Nordics. Aside from pro-actively providing HR and hiring managers with the expertise and technology needed to make hiring their competitive advantage, we also help our customers with their social recruitment efforts and assist them in building strong employer brands.



Let Jobylon lead the way in your hiring process

58% of HR professionals in the Netherlands revealed that the biggest challenge in hiring today is encouraging talents to apply. To awaken an interest among candidates (particularly passive ones), there are several steps to have in mind in order to succeed. In this e-guide, we will go through some important tips that will help you manage recruitment efficiently and help you win the war for talent, including:

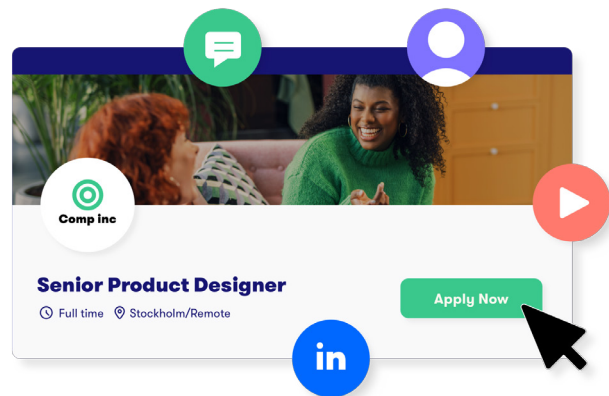
- How to create an eye-catching job ad in a competitive market
- How to reach, not only candidates, but the right ones
- Important steps to maintain candidates' interest in a particular position
- How you manage hiring more efficiently while leaving your candidates with a first-class experience
- How to handle your hiring process in a GDPR-compliant way

Creating an ad that will wake your applicants' interest.

As of now, there are more jobs than job seekers in the Dutch job market. Data from Wittenborg University of Applied Sciences show that there were 133 job vacancies for every 100 unemployed in the first quarter of 2022. In other words, candidates have a whole buffet to choose from which makes companies' employer branding efforts even more crucial to build a thriving candidate pool.

The increasing competition for top talent makes a strong first impression a must. With Jobylon, you can create a beautiful and custom-made job ad in no time that ensures a genuine, enticing, and compelling impression of you as an employer. Creating a job ad through Jobylon gives you the following benefits:



- It eliminates administration so that you give your full attention to giving the candidates the best possible experience.
- A stand-out job ad changes the perception of your employer brand and increases the chance of receiving more high-quality applicants.
- It increases your attractiveness as an employer and strengthens your employer brand



Food for thought:

When creating your job ad, make sure to offer benefits that match candidates' expectations. One of the most sought-after benefits for job seekers in the Dutch job market, just like in most countries, is the opportunity to attain more flexibility. If possible, showing that your company is adapting to the new flexible world will give you the upper hand when recruiting.

Just to give you an idea of what a custom-made job ad can look like using Jobylon

Operations Care Agent

Stockholm

Apply


Vil du hjälpa kunder att skapa minnen genom att utforska dina konsumtionsvanor och dela den frivilliga hjälpen med alla produkter i vår e-commerce? Men vi söker högre: nya marknader, nya verktyg, nya produkter och nya sätt att förbättra och kommunicera med våra kunder om deras ekonomiska situation. Med andra ord: vi behöver fler hjältar och hjältar som är lika passionerade som vi är och vi hoppas att detta kan vara du!

Om tjänsten

I rollen som Operations Care Agent kommer du att jobba direkt med våra befintliga kunder i olika kanaler. Här besvarar du dagligen frågor och kundinlägg i chatt, mejl och telefon under våra öppettider. Efter en tid väntar kommer du också bli en del av att utföra ansvaret från ditt team samt bidra till att utveckla processer kring hur vi kan ta hand om våra befintliga kunder på ett ännu lättare sätt!


For skills and requirements continue reading

Det bästa med att jobba på Anyfin




Frida
Operations Coordinator

"The work culture at Anyfin is like a warm hug and being a part of Anyfin and contributing to a better financial situation for our customers makes me so happy!"



Rumesh
Senior Fullstack Developer and Team Lead

"I really enjoy all the new challenges I get to tackle! Even the smallest change that delivers will start helping people from the next second. It's amazing to be surrounded by so many talented people!"



Evelina
Content Marketer

"You get to be creative, take a lot of ownership, and have the freedom to test new things. On top of it, you work with kind, open and fun people towards one goal - helping our users to better finances!"

Kvalifikationer

Vem är du?

- ✓ Kommunikativ, du vet innebörden av att ge tydlig service i skriftligt som tal
- ✓ Erfarenhet från liknande roll inom kundtjänst eller support
- ✓ Du brinner för att få förklara hur saker och ting hänger ihop, högt och lågt
- ✓ Du trivs i en dynamisk arbetsmiljö där saker och ting ständigt är under förändring
- ✓ Du är en flexibel person, rycker gläns in och ställer upp för teamet
- ✓ Du talar och skriver flytande på Svenska och kan även kommunicera på Engelska


Vad kan vi erbjuda dig?

- ✓ Mycket kontor mitt i centrala Stockholm med trivsamt företagsklimat, inofficiellt ledarskap, regelbunden lunch och lyfta hälsningar
- ✓ Vars en del av ett riktigt och familjärt team med en stöttande Team Leader
- ✓ 30 dagars semester - till för både fjällen och stranden
- ✓ Dator och mobil, är du team (iPhone eller Android)?
- ✓ Förtäringssidning
- ✓ Gläns och utvecklande arbete där du får chansen att påverka och utveckla vår kundupplevelse


Arbetstider: Vardagar 9-17 eller 9-18
Plats: Stockholm City
Start: Februari 2023 med hälsan till uppsägningsfrist

Intervjuer sker löpande och tjänsten är en tillsvidareanställning med 6 månaders provanställning, med start februari 2023. Vi ser fram emot din ansökan!


Nice benefits when working with us!




Birthday of apart from the 30 days of vacation




Parental Benefit




Health and Wellness allowance





Support your mental wellbeing



Pension, financial health for when you get older



Fun at Work - API's, sports groups and much more!

Junior Data Engineer

Applications are considered on a rolling basis

Multiple locations

I'm interested

As a data engineer at Bonava you will build data pipelines and write code to transfer, transform and prepare data for various data services at the company. You will enable the business to utilise the data for insights and help us as a company to become more data driven.

The role

In this role you will design, build, and maintain data pipelines in Microsoft Synapse Analytics. You will write code in PySpark (a mix between Python and SQL that runs on Spark) to update, transform, and store data automatically in efficient ways in our data lake. You will also build algorithms to extract, create and transform data that will be used to deliver new insights to the business.

The way we work

The team you will be joining is a distributed team split between Stockholm and Helsinki. As the Data Science-team we cover everything from integrations to reporting and AI. We use a hybrid setup, mixing remote work with working from the office.


We work in an agile way aiming for small frequent releases using guiding principles from the software development world. Our tech stack is mostly within Microsoft Azure, where we are using PySpark and Synapse Analytics heavily. For reporting we use Microsoft Power BI.

Who we are looking for

For this role you need to enjoy writing and optimizing code as well as digging into data flows and integrations. You learn new technical tools quickly when you have the proper support. Working independently is something you are used to, but you are also comfortable with asking for help and helping your colleagues when needed. You have a high attention to details, and you understand the importance of both correctness in the data and the code as well as prioritisation.


We believe you have a MSc in computer science, data science or information systems, or a similar type of education.

Work with great people




Erika
Data Engineer

"Bonava has trusted and helped me define my own path and career within the company. I am grateful for the trust that was put in my abilities to learn new things."




Kajsa
Content Manager

"The best thing about Bonava is the people, many of my colleagues have also become close friends. There is a lot of competence in this company and people are always supportive."



Ellin
Global Social Media Manager

"From the very start, I felt seen and cared for by everyone I came across, virtually or in the office. We have a very open and caring culture at Bonava, regardless of position, title, or country."



Emil
Group Head of Business Control

"It's very motivating to work with something that means so much to the end customer. The home is a central part of people's lives and it's a great feeling to contribute to that."

Skills & Requirements

Required

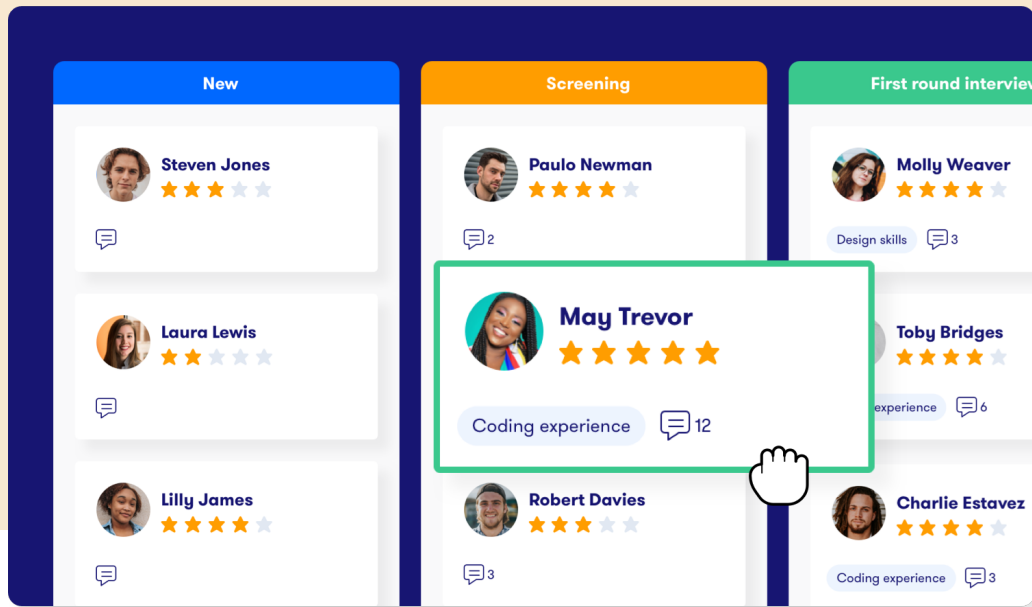
- ✓ Knowledge of relational databases, modelling of data and normalisation of data structures
- ✓ Experience in coding in some SQL-dialect
- ✓ Experience coding in Python
- ✓ Knowledge of complexity, optimisation, and characteristics of less and more efficient algorithms
- ✓ Proficient level in English

You can fulfil these requirements through your education or through work experience.

Meriting

It is also meriting if you have experience of any of the following:

- ✓ Git in some form for version control
- ✓ Azure, AWS or GCP



Reaching the right candidates

In today's competitive job market, a strong employer brand is critical to attracting highly-qualified talents. According to a Glassdoor survey, more than 80% of employees and job seekers said a company's reputation impacts their decision on whether to apply for a job or not. Furthermore, most of them wouldn't work for a company with a bad image, even for competitive pay. These show the importance of a well-defined employer branding to win the best candidates.

Jobylon will help you craft a recruitment marketing strategy to ensure that you reach the right people at the right time. As the second biggest producer of recruitment campaigns in the Nordics, every decision made is strategically based on a hefty database.

- With just a click you can advertise your jobs on the platforms you want. Jobylon has the most relevant integrations with job boards in different countries that will ensure that you reach the right target group.
- Your ads will be shown for thousands of relevant candidates and you'll start receiving applications in less than 30 minutes.
- All campaigns come with a report on the statistics for you to follow the result in real-time as it's being collected.

Embracing data-driven recruitment while keeping it human

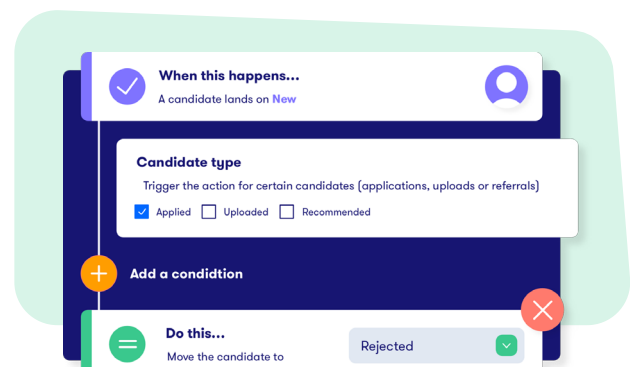
Sophisticated technology such as an ATS enables a wide range of benefits, including cost and time efficiencies, increased quality of hires, and better employer branding prospects. Let's dive into how!

Clear and frequent follow-up is important for all candidates to feel seen and valued. Automating your recruitment process by eliminating unnecessary admin and hassle will not only ensure an efficient process, but will also save you a big chunk of time so that you can focus on what matters the most - the human elements of the hiring process.

- Through Jobylons tool Automations & Triggers you can quickly set up automatic and certain triggers for specific recruitments using the “Pipeline Actions”. This means that you’ll be able to send out follow-up emails in different parts of the process to move candidates through the steps in the hiring process.

Three examples:

1. Automatically reject candidates that do not fulfil a requirement.
2. Assign a hiring team member to all candidates that land on interview.
3. Send a message to candidates including candidate forms when they land on a specific stage, asking them to submit their references.

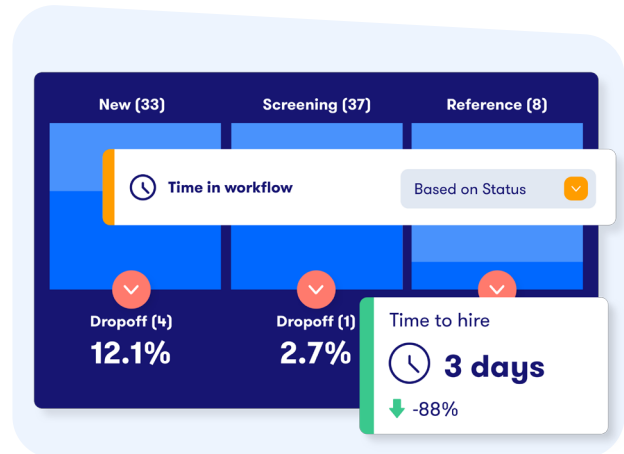


- A Candidate form can be sent to existing candidates in order for them to submit additional data to their existing applications. With these forms, you can simply request a portfolio or ask for a case as a next step, information that only those going further in the process will be asked for.

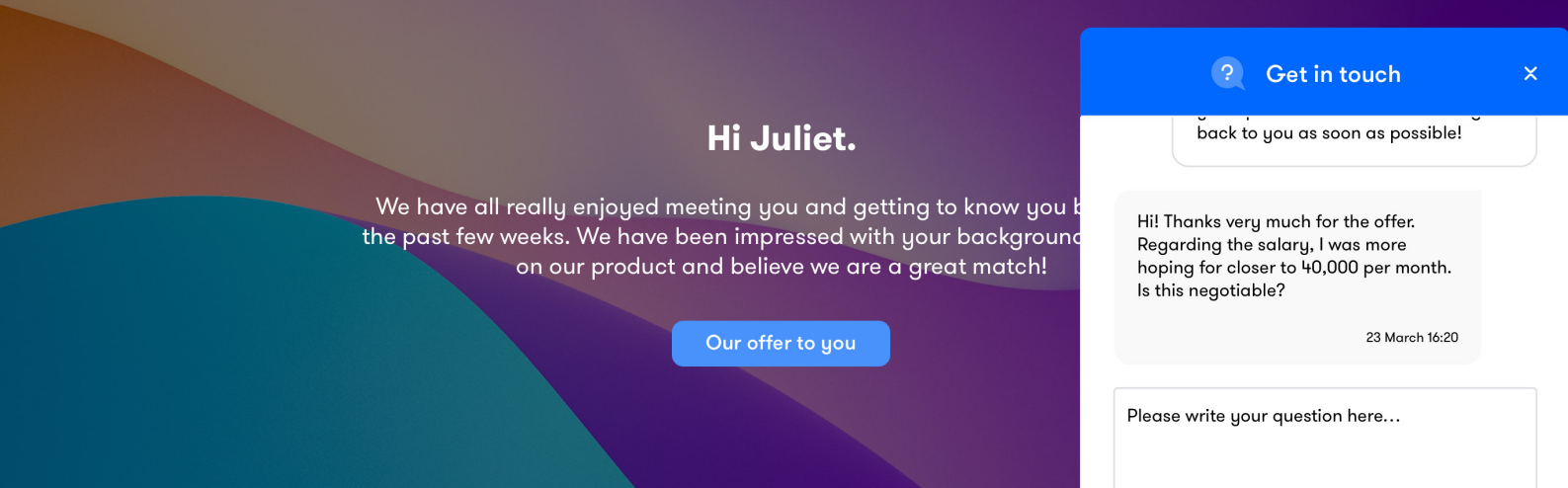
[Read more about candidate forms here.](#)

Using Jobylon will not only help you stay efficient by using the mentioned features above. Our platform will also help you improve your recruitment process by reducing unnecessary admin and providing you with data to better understand and improve your hiring process. Here are three additional time-saving possibilities you'll find:

- Scheduling interviews with candidates is often a tricky and administrative process. Jobylon simplifies the process by enabling candidates to self-schedule a meeting directly with you, based on your proposed meeting slots sent out. When a candidate picks a time, that meeting slot is automatically removed from the other candidates. It's also possible to arrange group interviews with several candidates in one meeting.



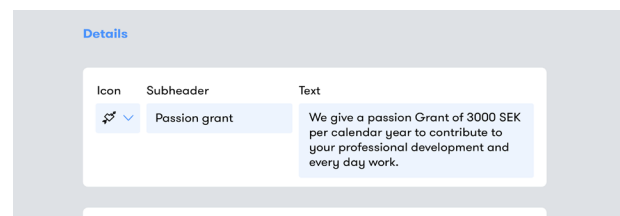
- Using the function "Lost Reasons" will help your colleagues to better understand why the applicant didn't continue in the recruiting process. Lost reasons let's you define specific reasons for e.g. rejecting or losing applicants along the process. Hiring Managers will be asked to select a predefined reason from a drop-down menu when they move the applicant to a certain stage.
- Use the data for future processes! With this feature, you can activate automatic reminders and notifications when candidates stand still at various stages. Measure when and why you lose candidates and use it for further improvement. Using the Analytics Reporting and Insights function will give you insights into how the hiring process went and what's working best for you and your team.



Offering a first-class candidate experience

A time-consuming and complicated application process might scare away even the best talent out there. Candidate experience refers to the overall perception of an applicant about a company's hiring process. This is especially crucial during the candidate's first stages of interaction with the organization, as it can impact their decision to apply for your jobs or accept your offer should they be selected.

- Jobylon's application process is user-friendly, optimized, and designed from the candidates' perspective to make it easy and inviting to fill out an application. With the possibility to adjust and customize the pre-screen survey, you'll easily be able to knock out candidates that aren't a fit for a particular job position.
- With Jobylon, you can easily remove any unnecessary step throughout the application process by offering CV-less applications. Candidates can apply with one click via LinkedIn, via video applications, with or without a CV. Not having to submit irrelevant information saves time for candidates and decreases the risk of relevant candidates dropping out along the process.



- Our feature “The Offer Module” enables employers to send out customized offers in no time. The offer showcases the details you'd like to highlight, such as; the salary, start date, pension, wellness grants, etc.
- The “Get in touch” feature in our Offer Module makes it easy for the candidate to communicate, ask questions or negotiate directly with the offer presented. Once the candidate is ready the offer can easily be accepted and all parties will be notified and the offer acceptance logged.

Make sure you handle the hiring process in a GDPR-compliant way

One of the most crucial aspects of hiring is ensuring GDPR compliance. Not every candidate might consider how their information is being handled when applying for a job, but not taking the journey toward GDPR compliance could cause serious consequences.

Jobylon makes sure you handle the recruitment process in a GDPR-compliant way and all stored data is safely handled in our platform. When candidates apply to one of your positions, they get the choice to accept the Privacy Policy and agree to have their data and application processed by you. Through Jobylon, you can easily set up automated clean-up rules and schedules to make sure that Personal Data is deleted according to your instructions. The following functions take part to ensure a safe system:

- The detailed permission levels make sure that everyone only sees and has access to the information needed so that HR never has to worry about sensitive data being in the wrong place. By simplifying and automating your Hiring Teams, you can create rules and assign what type of jobs members have access to. This way users will never see or get access to more than what they need.
- The “Tasks and comments” function that is available directly in Jobylon means that all information about candidates stays in the system and nothing needs to be shared via email or other insecure channels. This makes it easy to get an overview of the internal communication around a candidate, and everyone can discuss the candidate with all the information close at hand.
- We also offer the possibility to automatically delete or anonymize a candidate’s data. When a candidate gets anonymised all personal data related to the application gets permanently deleted and replaced with dummy data. The record of the applicant is still kept, allowing you to pull out reports and data, but without knowing who the applicant is.



Conclusion

A time-consuming and complicated application process might scare away even the best talent. To meet the high demands in a candidate-driven market, companies need to realign their strategies to fit these new expectations. Jobylon's talent acquisition platform enables large businesses to make hiring simpler and more insightful, boost recruiter productivity, and delight candidates.

We believe that HR managers and recruiters should have the best hiring solutions on their hands providing more value and insights, while simultaneously creating the best possible candidate experience. Jobylon is designed to help you create first-class candidate experiences and simplify hiring for you.

Get in touch

If you need help with improving your hiring process and attracting high-quality talents, don't hesitate to [contact us for a free product tour](#) or [sign up for our newsletter](#) with monthly inspirational boosts.



✉ yvo.eussen@jobylon.com

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