

Pareto HR

Catalysing a New Era of HR Recruitment

The onset of the COVID-19 pandemic and the ensuing global lockdowns had undoubtedly brought forth fear of systemic meltdown in the public mind. But the recovery in Europe—and around the world—faster and stronger than predicted showcased how people, together, hold the power to bounce back after every single catastrophe. In the case of businesses, many of them progressively started transitioning to a digital-first state and opted for virtual operation by integrating the

work-from-home model. And as a result, now, some of the businesses have even started witnessing complete recoveries to their pre-crisis levels of activity, leading them to restart their recruitment drive. However, in that pursuit, many organisations are beginning to realise the need for optimising their recruitment processes primarily due to two reasons.

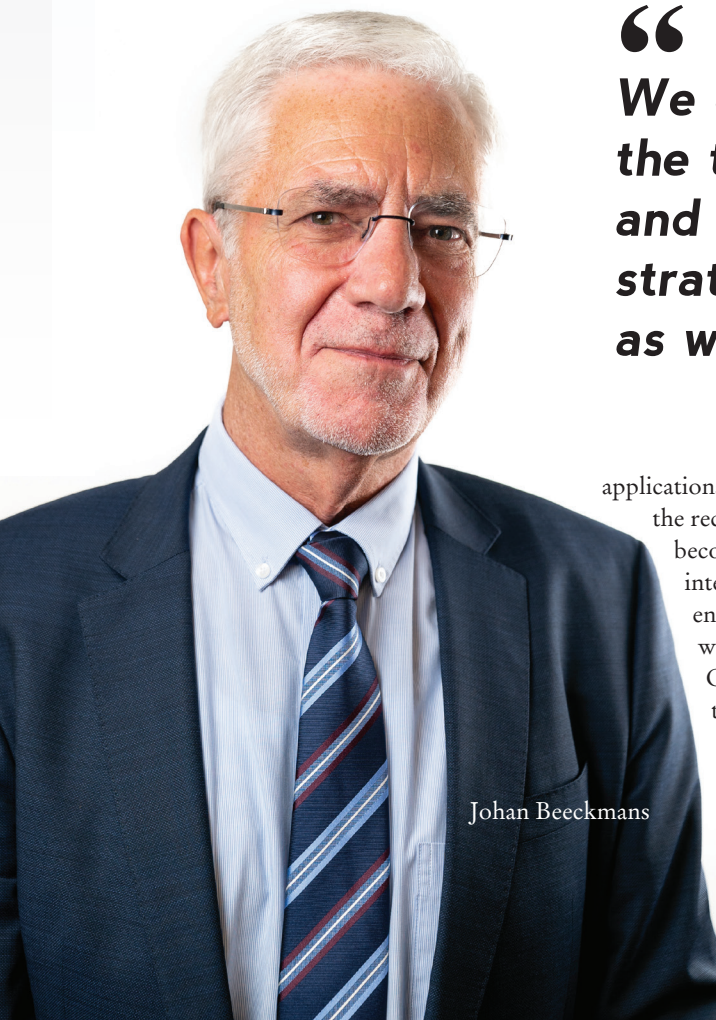
On the one hand, most businesses are still reeling from the economic impact of the COVID-19 pandemic. Handling a huge number of

organisation past a moment of crisis. Businesses now understand that only if an employee's personal drives are well aligned with the organisational roadmap, can they bring out their A-game and become an indispensable part of the operational processes. But all things considered, identifying such candidates requires HR professionals to assume a more strategic role in recruitment, which is often a task easier said than done for a team responsible for maintaining the balance of an organisation's day-to-day activities.

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applications from start to end of the recruitment process can become quite a resource-intensive task for the entities already dealing with financial constraints. On the other hand, the pandemic has highlighted the critical role of dedicated and emotionally mature employees in pushing an

Enter Pareto HR. An experienced and venturesome talent resourcing office, Pareto HR helps businesses in sustainable talent resourcing through a comprehensive and strategic recruitment drive. “We enable our clients in hiring the top talents through a tailored and sustainable recruitment strategy focused on their current as well as future needs,” underscores Sander Goris, managing partner at Pareto HR.



Johan Beeckmans



The secret to sustainable recruitment...

Notably, at the core of Pareto HR's recruitment strategy lies the famous Pareto principle or the '80/20 rule.' The Pareto HR team interprets the well-known Pareto principle in a unique way to bring more clarity into what determines organisational top talent. They believe that 80 percent of the organisational responsibilities and results are borne by 20 percent of the employees, and so, they should be regarded as the top talents of an organisation. As such, any business's recruitment strategy should focus on identifying this top tier of employees as easily as possible to optimise employee hiring and training ROI. “And this is precisely what we help our clients achieve,” adds Goris.

Pareto HR offers qualitative and goal-oriented search strategies that connect companies with the right talent. According to the executive advisor of the company, Johan Beeckmans, “Pareto HR's recruitment strategy, assessments, and technologies ensure 95 percent accuracy when matching a job role and a right-fit candidate for the clients.”


In order to ensure such a high success rate, Pareto HR first clearly understands its clients' hiring requirements through consultations and determines the criteria an employee needs to qualify to be successful in that organisation. Once the initial groundwork is laid, Pareto HR works with the clients and reaches out to the potential candidates through its proven talent sourcing method. The company uses a combination of interview techniques and testing tools to obtain an accurate picture of a candidate's unique personality, behaviours, and skills. This allows Pareto HR to

determine on behalf of its client businesses whether or not an aspirant checks all the boxes necessary to perfectly fit into their organisations.

Pareto HR complements these recruitment steps further with psychometric screenings of employees' personality

traits to make the assessment even more accurate. “We always choose candidates with well-thought-out motivation and a stable work history,” adds Beeckmans. Adjacently, Pareto HR offers ancillary services for employee onboarding and outplacement as well. Pareto HR offers its proven onboarding methods to aid clients when inducting new employees into their existing workforce. On the other hand, Pareto HR also works with job seekers to help them find the right employment or aid already working professionals transitioning from one job role to another. Through these meticulous and holistic steps, Pareto HR extends its services to both ends of the spectrum, i.e., both employees and employers.

Moving ahead, Pareto HR is poised to facilitate more quality recruitment for

businesses. “We want the HR professionals to become more strategic in terms of sourcing top talents,” highlights Beeckmans. To this end, Pareto HR is proactively keeping up with the new HR best practices as well as different technological solutions that can help its clients' HR departments put the best foot forward when hiring new talents. “We are laser-focused on creating the most sustainable workforce. And this is the vision that drives us every single day and in every of our client engagement,” concludes Goris. 



Sander Goris