

Best Consideration Date

Why is this important?

As we start the new year, Talent Acquisition would like to encourage all departments to include a, 'For best consideration' date to job requisitions. Adding this date has benefits for both the Search Committee and candidates.

1. Encourages applicants to apply in a timely manner
2. Provides candidates a data element for making an educated guess about the hiring timeline
3. Establishes a timeline for the Search Committee so they can plan ahead
4. Allows justification for discarding applications after the deadline

Advertisement of the position

There are two sections of the requisition we'd like to draw to your attention. In the body of the posting, we'd like to encourage the verbiage to reflect as follows.

**Screening of
Applications
Begins:**

Immediately and continues until position is filled. For best consideration, apply by **January 8, 2021**.

This does not mean the posting will be removed; however, it will encourage applicants to apply by this deadline for best consideration as it means the Search Committee will begin the screening process.

Need to refresh?

We recognize the recruiting process doesn't always go as planned. Should the requisition not field a decent candidate pool, Talent Acquisition can refresh the requisition after all current applicants have been moved to an unsuccessful status and notified, letting them know they are no longer being considered by the Search Committee.

Hiring Highlight –

Many times, the deadline date is the only certain date in the hiring process. Other dates are targets and not absolutes.

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