

Shifting to Recruitment Efficiency: 7 Essential Steps in the Manufacturing Hiring Process



Step 1: Identify the skills you require

Pinpoint manufacturing skills and experience required for production, technical, or operational roles.



Step 2: Craft a compelling job description that fits the role

Write clear, attractive descriptions to draw qualified candidates.



Step 3: Start the talent search

Use recruitment sites for your job postings, leverage industry networks, and collaborate with a reliable local cooperative company that provides manpower for manufacturing to find talent.



Step 4: Talent screening and shortlist

Filter job applications and conduct initial assessments.



Step 5: Conduct an interview

Evaluate candidates through interviews, skill tests, or practical exercises.



Step 6: Make a job offer

Present competitive packages, discuss arrangements according to work environments, and negotiate terms.



Step 7: Onboarding process

Provide equipment training, safety guidance, and team integration.