

Senior Hiring Checklist: Assessing Long-Term Fit

Hiring for senior and specialist roles requires a more strategic approach. Use this checklist to ensure you're assessing long-term fit, not just short-term capability.

Role & Future Planning

- ☐ Have we defined success beyond the first 3-6 months?
 - ☐ Do we understand how this role will evolve over time?
 - ☐ Are we aligned internally on expectations?
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Candidate Assessment

- ☐ Have we assessed values and decision-making style?
 - ☐ Have we explored adaptability and growth potential?
 - ☐ Have we looked at leadership and influence approach?
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Process & Evaluation

- ☐ Are we using structured interviews?
 - ☐ Have we included real-world scenarios or case studies?
 - ☐ Have multiple stakeholders been involved?
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Culture & Team Fit

- ☐ Will this person *add* to our culture, not just fit in?
 - ☐ How will they impact team dynamics?
 - ☐ Are there any potential misalignments?
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Risk Reduction

- ☐ Have we validated assumptions (references, examples, evidence)?
 - ☐ Are decisions based on data, not just gut feel?
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Onboarding & Retention

- ☐ Is there a clear onboarding plan?
- ☐ Do we have a path for development and progression?
- ☐ Are expectations clearly communicated?

Do you need support with a key senior or specialist hire? Contact us at Bond Williams for a strategic, long-term approach to recruitment.

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