



ANZU GLOBAL

THE RIGHT PEOPLE MAKE A WORLD OF DIFFERENCE

Best Practices in Localization Recruiting



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Overall Best Practices

- Honesty
- Do the right thing
- Find the right match
- Measure twice and cut once



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Best Practices: Client Interview

- Consistent message from client interview team
- No redundant questions
- Allow time for and welcome candidate questions
- Confirm budget is approved before interview
- Communicate clear time frame for decision
- Limit arrogance: Fulani male ritual



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Candidate Interview: Best Practices

- Study client web site, articles and financial history
- Review client manager profiles
- Prepare relevant questions
- Bring professional references
- Demonstrate interest—ask closing questions



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Best Practices: Vendor Interview

- Vendor presents service/capability
- Drills down on skill questions:
 - Tools capabilities, linguistic level, project management experience –languages, size and complexity
- Reference checking
- Learn and document what client/candidate wants:
 - culture, responsibilities, salary, location



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Best Practices: Where do you find candidates?

- Social Media sites(Twitter, Facebook) (5)
- Job posting sites (Dice, Monster) (4)
- Linked-in (3)
- Networking with colleagues (2)
- Referrals/Recruiter (1)



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Best Practices: Salary/hourly rate

- Research market value
- Discuss with colleagues/recruiter
- Review with client if they ask—what do I say
- Review your finances, job growth, cultural fit



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