

# The four biggest vacancy management challenges and how to avoid them...

Short-to-medium term vacancies in your organisation, whether temporary or permanent, are a huge challenge for the lean sales force.



Recruiting and training the right candidate can be time consuming and costly, particularly when the vacancy is short term.

More and more pharmaceutical companies are using vacancy management to:

- Avoid sales decline in vacant territories
- Capitalise on high market potential territories
- Reduce lost selling time
- De-risk recruitment

## CHALLENGE 1



### Attracting and retaining the best candidates for short-term roles

It can be difficult to attract the best candidates to a short-term vacancy. And even if you are successful in recruiting a high calibre individual into a temporary role, there is always the risk of them leaving once another permanent vacancy becomes available elsewhere.

### TOP TIP!

#### Let Ashfield's wealth of career options help you attract the best candidates

With over 60 clients and a range of opportunities available at all times, Ashfield are confident that all of our employees will have a long-term career with us. By making our people aware of the extensive opportunities within Ashfield, we can attract the best candidates for the duration of your project and beyond.

## CHALLENGE 2



### The burden of recruitment, onboarding and training

The recruitment and onboarding process can take up a great deal of time. This can be particularly onerous for managers, who struggle to find time to conduct interviews and assessment centres.

### TOP TIP!

#### Outsource to a dedicated team of expert recruiters

Ashfield will fill your vacancies quickly, without compromise on quality. Our full support minimises wasted time for your managers whilst allowing them to make the final decision.

An experienced Project Manager will co-ordinate onboarding and provide training if required, making the process for you as simple as possible.

## CHALLENGE 3



### The risk of a bad hiring decision

You have finally filled that permanent headcount vacancy, but soon afterwards it becomes clear that you haven't made the right decision. Even the most robust recruitment process can't prevent the hiring of employees who may not work out in the long-term.

### TOP TIP!

#### Evaluate-to-hire

Rather than recruit someone directly into a permanent headcount role, why not assess potential candidates and make an informed recruitment decision by outsourcing that position to Ashfield?

## CHALLENGE 4



### Getting your new recruit up to speed

A new recruit will always take time to reach maximum performance levels and inevitably this will have an impact on your business. However, with the right approach, this time can be minimised significantly.

### TOP TIP!

#### Give them world-class training support

Ashfield's VM+ service gives new recruits everything that they need to accelerate to peak performance – making them as efficient as they can be.

## READY TO LEARN MORE?

We provide a personal and effective staffing solution that reduces the risk and costs associated with fixed-term headcount recruitment.

Ashfield has 20 years' experience of transitioning people from our company to yours – and understands the importance of finding the right people.



#### We don't just stop at sourcing...

VM+, our unique, bespoke staffing solution will be tailored to your needs and ensures that our people are field ready, remote enabled and continuously upskilled.

We accelerate to optimal performance with our managed field service. Our employees can hit the ground running with appointment booking, supported by the latest multichannel technology.

For more information on VM+, contact **Caroline Wilcher** using the details below:

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