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Bitesize GCSE BUSINESS STUDIES

RECRUITMENT

DEBORAH MEADEN- ENTREPRENEUR

I think it's very important when you're looking to find somebody, recruit somebody, for a particular role that you actually consider the role. I think very often people kind of take people on in the images of themselves. Or they always take on the same kind of person because they like that kind of person. But actually in the business environment, you're not choosing people to be your best friends. You are choosing people who are fit for that role.

LORD SUGAR- ENTREPRENEUR

I mean the main qualities when hiring a person in general, is obviously to look at what you actually want them to do. If it's an accountant, if it's engineer, if it's a marketing person and you have to look into their past history and see if they have the right aptitude for what you want them to do. You can't just take someone on because you like them. And then suddenly make them a marketing manager if they haven't got a clue.

DR PAUL THOMAS- TRUFFLE ENTREPRENEUR

When we are recruiting I like people to be reasonably intelligent, quite articulate and also have an interesting science and what we're doing. And those are probably the key characteristics.

BEN WALLACE- MARKETING, GOOGLE UK

Recruitment is probably the most important thing that we do as a growing company. What we're really for is – first of all people who are academically strong, second of all people who have shown their motivated across lots of different things that they do. So people who play musical instruments, like have interesting hobbies. Or just like quirky unique things about them. People who are knowledgeable and passionate about the industry that we work in. So new media um kind of put their innovations and technology and really just have good, maybe interesting, unusual angle on the way the industry is going.

HUGH PYM - BBC CHIEF ECONOMICS CORRESPONDENT

Most good companies these days will apply selection policies, recruitment policies which are completely open to all. Regardless of gender, ethnic origin, religion or anything else. They will be very anxious to be seen to be completely open and transparent. Because that is the way to recruit the best people.

DEBORAH MEADEN- ENTREPRENEUR

I will never work with somebody I don't trust. I will never work with somebody who is dishonest which might feel like the same thing. But sometimes in the way they present things you can tell, hold on a minute, they're over egging this. And they can substantiate actually what they're, what they're claiming. So I have to completely trust not just in are they honest or not? Do they know? Have they got in depth knowledge? And actually are they brave enough to say to me "I don't know." Because I would rather someone say to me "I don't know." than try to make stuff up. So all the time I'm checking for – How much does this person know? Are they telling me the truth? Do I trust them? And if any of those, those boxes aren't ticked I can't work with them.

WITH THANKS TO OUR CONTRIBUTORS
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