

# 5 STEPS TO FUTURE- PROOF YOUR TALENT STRATEGY

Build a smarter, faster, and  
future-ready hiring system



# 1. Skills-Based Job Ad Template

## **Job Title:**

*[e.g., Client Success Manager – SaaS]*

## **About Right Head:**

A short 2–3 sentence overview of your company’s mission, values, and team culture.

### **Example:**

Right Head is on a mission to help organizations hire smarter and build future-ready teams through strategic recruitment solutions and deep industry insight.

## **What You’ll Be Doing**

(Focus on outcomes and business impact)

- Help clients onboard and realize product value within 30 days
- Collaborate with sales and product teams to resolve client needs
- Identify upsell opportunities and refer to the appropriate team

## **What You Bring (Key Skills)**

- Strong written and verbal communication
- Problem-solving under pressure
- CRM experience (e.g., Salesforce or HubSpot)
- [Optional] SaaS or B2B background (not mandatory)

## **Bonus Skills (Not Required)**

- Familiarity with onboarding frameworks
- Experience working with remote teams

## **How We Support You**

- Flexible working hours and remote options
- Monthly learning stipends
- Mental health support and wellness days

## **Apply Now:**

*[Add link, application email, or form instructions]*

## 2. Hiring Scorecard Template

**Candidate Name:** \_\_\_\_\_

**Interviewer:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Criteria	Rating (1–5)	Notes
Communication Skills	<input type="checkbox"/>	
Problem-Solving Ability	<input type="checkbox"/>	
Culture Fit	<input type="checkbox"/>	
Learning Agility	<input type="checkbox"/>	
Role-Specific Skill (e.g., CRM use)	<input type="checkbox"/>	
Team Collaboration	<input type="checkbox"/>	
Leadership Potential	<input type="checkbox"/>	

**Total Score:** \_\_\_\_ / 35

**Recommendation:** Proceed ☐ | Hold ☐ | Reject ☐

### 3. Employer Value Proposition (EVP) Worksheet

Use this worksheet to define your company's EVP and build an authentic employer brand.

1. What is our company's mission?
2. What makes our workplace culture unique?
3. What career growth do we offer employees?
4. What benefits and flexibility do we provide?
5. How do we support diversity, equity, and inclusion?
6. What do current employees say about us? (Testimonials)

**EVP Statement Template:**

"At [Company], we help [who] do [what] by [how] - in a culture where [value or belief]."

**Example:**

"At Right Head, we empower businesses to hire smarter by aligning strategy with skilled talent - in a culture built on trust, agility, and growth."

## 4. AI Vendor Comparison Checklist

Use this table to evaluate AI recruitment tools and make informed decisions.

Vendor	Features	Pricing Model	Customization	GDPR Compliant?	Pros	Cons
Vendor 1	Video interviews, analytics	Per user/month	Medium	Yes	Fast setup	Limited integration
Vendor 2	Chatbot screening	Usage-based	High	Yes	24/7 response	Cost scales quickly
Vendor 3	AI assessments, skill games	Subscription	Medium	Yes	Candidate-friendly	Complex reporting

### Tips for Evaluation:

- Does the tool reduce or introduce bias?
- Is the model explainable and transparent?
- How does it integrate with your current ATS or HRIS?
- Can you audit or override AI decisions?

Let us know  
if you need to streamline  
your hiring needs!