

SOURCES OF CANDIDATES

Internal	<ul style="list-style-type: none"> • Internal 'trawl' • Succession planning • Internal advertising 	<ul style="list-style-type: none"> • Low cost but what about the replacement?
External adverts	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Expensive to advertise • High admin cost
Employment agencies	<ul style="list-style-type: none"> • Agency advertises • Shortlists • Reference checking • Liability? 	<ul style="list-style-type: none"> • Fee plus % of 1st year salary
Education / training establishments	<ul style="list-style-type: none"> • Visibility of candidates from placement • Education already known • Known pedigree? 	<ul style="list-style-type: none"> • Potentially cost effective
External sources	<ul style="list-style-type: none"> • Unsolicited letters • Casual callers • Recommendations 	<ul style="list-style-type: none"> • Selection cost only