

*TONKIN + TAYLOR*

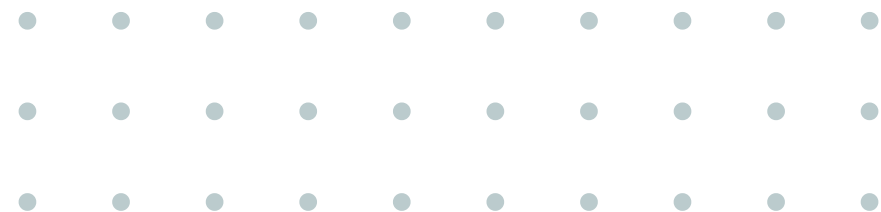
**BEST  
CANDIDATE  
EXPERIENCE  
2022**

# MEET OUR TEAM

Ashlynnne the Traitor

Tamsyn the Trooper

Amelia the Talent'ed



**HAERE MAI  
WELCOME!**



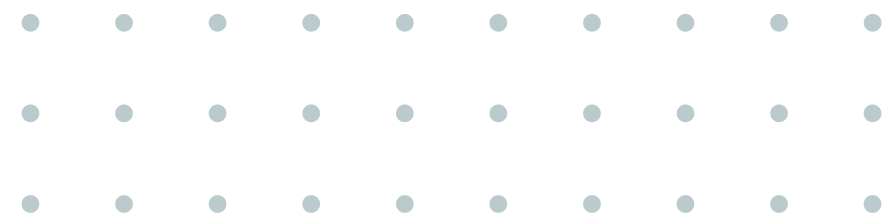
**01.** OUR JOURNEY

**02.** OUR APPROACH

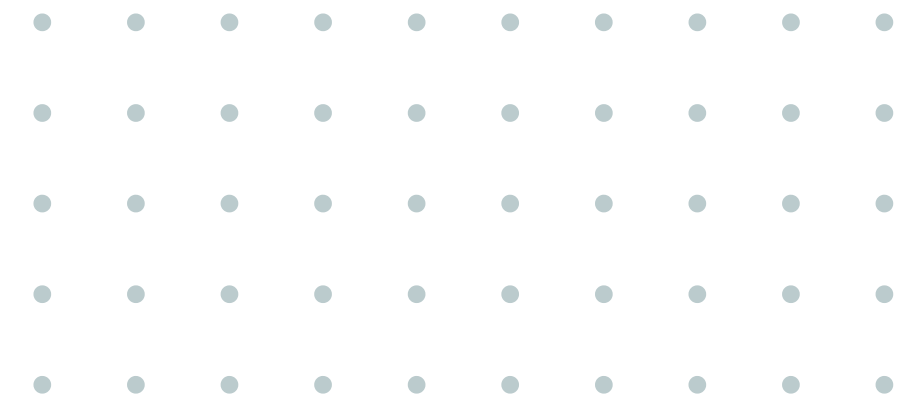
**03.** OUR IMPROVEMENTS

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# OUR JOURNEY



**2019**

The refresh of T+T's graduate programme  
Standard back-to-back interviews

**2020**

The first graduate Cohort  
Covid  
Online interviews  
Hired 25 graduates

**2021**

First ever Experience Mornings  
Hired 35 graduates  
Finalist for best candidate experience

**2022**

New office  
In-person experience mornings through covid  
Able to refind the process

# OUR APPROACH



## EVERYBODY MATTERS

We wanted all candidates who applied for a role to feel like they mattered regardless of how far they made it through the recruitment process

## CULTURE FIRST

We believe that our culture is something that sets us apart from others, and we wanted to highlight T+T's warm, caring, and social culture to shine through during the recruitment.



# OUR IMPROVEMENTS

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WRITTEN ASSESSMENT ON THE  
DAY SEEMING UNNECESSARY AND  
WANTING IT TO BE MORE  
RELEVANT TO THE ROLE

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WANTING TO UNDERSTAND MORE ABOUT  
T+T AS AN ORGANISATION

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SHORTER PROCESS OVERALL

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# OUR PROCESS

## T+T Experience Mornings



### 1 - Application Process

We keep our application process as easy as possible - CV, couple of questions

### 2 - Online Written Assessment + Briefing Session

We ran an online session for those coming to EM, they did a written test and we ran them through what they could expect

### 3 - The Experience Morning

Welcome  
Interview  
About T+T session  
Group Exercise  
Lunch/ Networking

### 5 - Feedback

We give everyone who attended the EM personalised feedback

### 6- Offer + Pre-onboarding

We continued to have ongoing contact throughout the year, so they felt like part of the T+T team.



# Our Results

1

*100% OF APPLICANTS FELT POSITIVE  
AFTER THEIR T+T EXPERIENCE MORNING*

Having an in-person assessment center we believed contributed to this result

2

**100% OF APPLICANTS AGREED T+T IS  
AN ORGANISATION THEY WOULD  
LIKE TO WORK FOR**

3

**OUR MANAGERS  
AND TEAM LEADERS  
FELT CONFIDENT IN  
THEIR HIRING  
DECISION**

4

*NO MORE SECOND  
INTERVIEWS*

5

**A SIGNIFICANTLY  
HIGHER  
ACCEPTANCE RATE**



# QUESTIONS

