



Internal Hiring: Your Secret Weapon

Discover why promoting from within strengthens your organisation



Why Look Inside First?



Known Quantity

They know your organisation, and you know them.



Cultural Fit

Already understand company values and working style.



Quick Assessment

Easy to verify skills against person specification.



The Fair Approach

01

Tell Everyone

Inform all employees about the vacancy.

02

Avoid Favouritism

Don't shoulder-tap selected individuals only.

03

Use Proper Process

Apply standard selection criteria fairly.

Advertise Widely



Notice Boards

Traditional visibility in common areas.



Company Newsletters

Reach all staff through regular communications.



Digital Channels

Internet site and in-house intranet.



Direct Email

Send vacancy details to all employees.



Key Benefits



Faster Onboarding

Internal candidates already understand systems and culture.



Boost Morale

Shows career progression opportunities exist within organisation.



Reduce Risk

Known performance history minimises hiring uncertainty.



Remember

Fair Process Matters

Everyone deserves equal opportunity to apply and be considered.

Transparency Builds Trust

Open communication prevents resentment and maintains team cohesion.

Ready to Hire Internally?

Need expert guidance on internal recruitment? **HR Unlocked** can help you create fair, effective hiring processes.

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