

## Ideas for Hiring Managers to Keep Candidates Warm until Day 1

- Share a recent news article about Northwest Kidney Centers.
- Share a video from the Northwest Kidney Centers YouTube channel, <https://www.youtube.com/@nwkidney/videos>
- Is there information about your clinic or department you can shared in advance to your candidate?
- Send them a link inviting them to learn more about our funding. Link here to our 2022 Annual Report - <https://www.nwkidney.org/annual-report-2022/>
- Send an e-card! An electronic or note to welcome them from you and your team will go a long way to keep them engaged. Lots of free options online.
- Inviting your candidate to start following our social media sites... LinkedIn, Facebook, Twitter, Instagram – make sure you follow them, too!
- Link with them on LinkedIn... invite your interview panelists to link with them also.
- Send training schedule/onboarding plan – they will love knowing you have thought of a plan already for what their first few weeks will look like. This can be high level or lots of detail. HR recommends sending a two-week outline.
- Call them and say hello!

*You may have other ideas, so please share them!*

# Thank you!