

HIRING MANAGER

Key decision-maker in recruitment

The hiring manager is the line manager responsible for recruitment in their department. Unlike recruiters who represent HR, hiring managers initiate the recruitment process, define the job profile, and ultimately decide who gets hired. They often rely on recruiters for support—especially in pre-screening candidates and conducting first interviews. This collaboration ensures that only well-matched applicants reach the hiring manager's desk.

Effective collaboration with recruiting

While hiring managers assess professional expertise and team fit, recruiters focus on cultural alignment and background checks. In the case of hard-to-fill roles, recruiters often use direct search strategies and may come from a headhunting background. Ideally, hiring managers and recruiters form a strong partnership—combining business needs with HR expertise to ensure long-term hiring success.