

HIRING MANAGER

In the recruitment process, there are two sides. The recruiter manages the process – the hiring manager makes the decision.

The hiring manager is the line manager responsible for the role being filled. They define the staffing need, work with recruitment to shape the job profile, and ultimately make the hiring decision. Recruiters provide support: they handle the initial screening and conduct first-round interviews. Only then are suitable candidates presented to the hiring manager.

The actual search – particularly in the hidden job market – typically lies with the recruitment team. They actively source candidates through networks and direct approaches, often drawing on a background in headhunting. Recruiters tend to focus on cultural fit and risk management, while the hiring manager assesses technical suitability and team compatibility.

At best, this creates a well-coordinated partnership between HR and the business – with the shared goal of making sound hiring decisions.

Articles on hiring managers (all articles)

- Skill-based recruitment – old wine in new skins?
- Application and recruitment – an art!