

The Recruitment Process

At Tech-Huset, we take pride in a recruitment process built on data-driven search and a structured six-step approach.

Continuous follow-up with both candidates and clients is a key priority for us. We make it our mission to ensure that every recruitment process is not only thorough and professional, but also a positive experience — where both client and candidate feel valued, informed, and supported every step of the way.



1. Initial Dialogue & Agreement

Initial communication and/or meetings to identify the company's needs, gain insight into the client's business and market, and develop the right solution that creates added value for the client's organization.

2. Role Definition



Personal meetings and ongoing communication by email and phone to discuss the consultant's employment terms, supported by a detailed job and profile description designed to ensure the right match.



3. Screening & Search

As the candidate pool grows, profiles are pre-screened for relevance. At Tech-Huset, we identify the most suitable candidates based on the defined job profile, using a combination of internal and external databases, social media, professional networks, and direct market sourcing.

Since not all positions are publicly advertised, qualified candidates are presented on an ongoing basis — always in complete confidentiality.

4. Candidate Presentation



All candidates who meet the defined criteria are presented on an ongoing basis, enabling the client to determine whether the candidate should be invited for further confidential discussions.



5. Interview Process

At this stage, the candidates selected to move forward in the interview process have been identified. Tech-Huset is committed to running an efficient and high-quality process, ensuring timely communication and decisions regarding all remaining candidates.

6. Status & Completion



Ongoing alignment and transparent communication throughout the client's interview process are an integral part of Tech-Huset's DNA. When the interviews are complete, the right candidate is found, and the contract is signed, the goal has been achieved for both the client and Tech-Huset.

As a final step, Tech-Huset conducts a closing follow-up with the client to ensure a smooth transition and a strong start to the collaboration.