

RECRUITMENT VS TALENT ACQUISITION

There's a crucial difference between recruitment and talent acquisition, which many people mistakenly think are synonymous. Each approach has its advantages and disadvantages depending on the circumstances.

RECRUITMENT	TALENT ACQUISITION
Recruitment fulfills SHORT-TERM hiring needs.	Talent acquisition involves LONG-TERM human resources planning.
Recruitment is a LINEAR PROCESS .	Talent acquisition is an ONGOING CYCLE .
Recruitment is a SUBSET of talent acquisition.	Talent acquisition is an UMBRELLA TERM including many subsets.
Recruiters look at ONLY THE CV .	Talent acquisition specialists look BEYOND THE CV .
Looks at metrics like COST AND TIME to hire.	Includes metrics like ATTRITION AND QUALITY .

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