

As a ghost-writer for SaaSpirin, I wrote the below article for ManyRequests.  
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Below is my original article.

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## Find the Right Staff for Your Productized Service

Take a step back from the day-to-day responsibilities of running your business, by finding reliable, cost-effective talent to help you deliver your [productized service](#).

A productized service allows you to standardize your offerings while saving on costs and efforts. Finding the right staff to help you accomplish this is crucial. Let's see where other entrepreneurs look to find staff that will help you move your business forward.

### When to start hiring

Hiring your first set of employees can be terrifying. And it doesn't really get any easier the more you do it. Don't wait until your revenue is increasing. Your new hire is an investment. Patience is key when it comes to seeing a return on any investment. Hire when you need someone to make [money for your business](#), or to save you some money. Getting help sooner than later will save you time, effort, and costs in the long run.

### Where to find staff

Your goal should be to set up a business that can continue to grow without you. Find staff that are fully committed to the growth of your business, and it won't matter where they are based, or even if they're freelancers. Let's take a closer look.

#### Job boards and career websites

Entrepreneur and product designer Brian Casel is a firm believer in looking overseas to find staff. Don't limit yourself to just your neighbourhood—there's a whole pool of talent across the world to tap into. International career sites Indeed, Monster, Jooble, AngelList and Glassdoor give you access to candidates across the world. You can even post your job in a way that targets the right people, to match what you're looking for.

[Dana Lindahl](#) hired overseas staff from the Philippines in a bid to keep costs low and productivity high when she started her business. Take advantage of increased efficiency and a multilingual workforce that could add value to your productized service by hiring remote staff in different countries. [Remote teams](#) work longer hours, are more engaged, feel more productive and even communicate better. Browse [OnlineJobs.ph](#), [Jobrack.eu](#) and [Virtualemployee.com](#) for staff that best suit your needs.

## Social media

About 94% of recruiters use social media to scout for talent and post jobs, so this is an area you definitely need to tap into. A majority of people's lives are broadcast on social media, from frustrations in their current role to success stories. Establish your company's reputation online and start connecting with like minded people through forums and [groups](#).

Social media is a great way to meet new people, engage with them and get an insight into their online personalities so you can determine their fit within your organisation. Additionally, use it to weed out unsuitable candidates by looking at what they post, how they interact with others and their knowledge about industry trends. Cisco's [@WeAreCisco](#) campaign not only grew their social media following and brand authenticity, they were also able to make a number of successful direct hires.

## Professional networks

With over 500 million users across hundreds of countries in the world, LinkedIn is the professional network of choice for recruiters today. [70%](#) of the global workforce are passive talents and they're waiting for you to find them. Post jobs on the network, talk about your company, contribute to groups and stay in touch with connections that you value. Use it to vet candidates by looking at their skills, work history and what they share and approach them directly. Other networks to consider include Nexxt, Meetup, Xing and Jobcase.

You can also take a skills-based approach by focusing on a specific role. Look at Krop, 99designs and Dribbble for designers, Verblio, Problogger, Contently and Scripted for writers and Toptal, Hired and Gigster for a tech team.

## Subscription staffing and freelancers

You don't need to stick to the traditional method of hiring full-time employees anymore. Subscription staffing service [Boldly](#) provides entrepreneurs with the option of hiring remote talent flexibly. We subscribe to rental services in most aspects of our life, so why not staff? Sift through an already vetted pool of qualified employees who'll bring their specialist expertise. [Joel Klettke](#), founder of Case Study Buddy, was able to scale up his productized service by eliminating the fixed cost of keeping a dedicated team on staff. Expenses came up only when work came in.

Sign up to shared economy freelance sites like Upwork, Fiverr, Guru, Freelancer.com, FlexJobs, Freeup and PeoplePerHour for independent experts to match your project. These are great for jobs that require quick turnarounds. Find the right person, get the job done and pay through a flawless system that you don't have to worry about later.

## Figure out the right fit

To earn more, you've got to put in more effort—find the right staff to do it for you. Know what kind of person you're looking for and what their purpose will be. Just like you found the [right positioning](#) for your productized service, you need to find the right positioning for your staff.

Once you've got your dream team, it's crucial to keep things organized so your staff can do what they do best. [Learn how ManyRequests can help](#) you manage your team (and your time) effortlessly.