New Hire Checklist for Managers

Rehires

My candidate has just accepted an offer with my team – what do I do?

☐ Complete a HUIT ServiceNow Onboarding Request for your employee using all the information you have about your new hires. The Onboarding process for a transfer can't start without this form submitted.

☐ Let our HR team know if your New Hire will be managing any direct reports.

☐ Assign your New Hire a buddy to serve as a resource, provide support and guidance on application and business processes, department-specific norms and events and introductions to key players throughout the department.

☐ Create a schedule for the first week to successfully transition your New Hire onto your team. Schedule meetings with employees who can help the training process, ensuring that they have time designated on their calendars.

☐ Call or email your new hire before their start date to confirm their first day schedule and answer any final questions they may have. Remember that they will receive information about HUIT 101 from the HR Team, but make sure they register for Harvard Orientation for their 2nd Monday.

☐ Prepare to meet your New Hire after the HUIT Orientation at the Smith Center ID Center on the 8th Floor. Even if your new employee still has their old ID card, that is where you’ll need to pick them up.

☐ Make sure your New Hire’s office/workspace is clean and ready! Have a welcome plant or flower on their desk for their arrival on their first day.

My new Rehire is here – what should I do during their first week?

☐ Pick them up from HUIT 101 at the Smith Center ID Office on the 8th Floor, and bring them back to their desk.

☐ Send an email to your department and key contacts, welcoming your New Hire.

☐ Give New Hire a tour of your area, introducing them to key people, in particular, their staff buddy.

☐ Provide New Hire with their first week schedule, a copy of the HUIT Org Chart and all necessary keys, access cards, passwords, office supplies, and bathroom codes.

☐ Review office policies and procedures with your New Hire, including any department-specific meetings.

☐ Take your New Hire out for lunch or have someone from your department take them out!

☐ Schedule time to go over your New Hire’s job description and your expectations for them as it relates to work hours, performance goals and competencies, how their job fits into the “big picture”, cultural norms, customer service expectations, training and career planning opportunities and requesting time off.

As my new employee settles in, what am I responsible for doing?

☐ Periodically check in to see how the transition is going for the New Hire.

☐ Set up time to go over the Annual Review process in ePerformance, setting goals and outlining expectations.

☐ If your New Hire has an Orientation & Review period, set up time to go over expectations, as well as weekly check-ins to answer any questions and identify training gaps.

☐ Arrange further training and support as needed.
Questions?

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