

10 Tech Initiatives to Improve Your IT Staffing Process

Upgrading the technology that supports your IT staffing efforts can deliver big return with a modest expense.

Deploying one or more of these types of tools could help you attract and hire the best tech candidates.

Applicant tracking:

The first essential tool is a robust applicant tracking system. This should be mobile-friendly, integrate seamlessly with other databases and platforms, and provide a built-in analytics.

Example:

Workable. A suite of automated tools that support the entire hiring process.

Sourcing tools:

Candidate sourcing tools take your specific criteria and turn them into a list of good candidates. They also assist with targeted advertisements and job listings in the appropriate platforms.

Example:

Joveo. A set of programmatic technologies that creates data-driven recruitment strategies.

Recruitment marketing:

This type of platform optimizes your employer brand -- or, your voice -- in the hiring marketplace. They often echo the capabilities of a good relationship management tool.

Example:

Phenom People. A tool to create a personalized hiring portal backed by a full-featured HR consultancy.

Social media planning & optimization:

Taking control of your social media branding and interaction with the public will help you say the right things to the right audiences. By properly timing your content delivery and tracking the results, you gain insight into your social presence.

Example:

SproutSocial. A tool to track the performance of your social media messaging across multiple platforms.

Candidate screening:

Automating your ingestion and analysis of résumés can be automated and scraped for keywords. But you need a tool that has the ability to do this quickly and accurately.

Example:

Textkernel. A machine learning system that analyzes submitted applications and résumés for keywords and automatically prequalifies them before human intervention.

Remote interviewing:

Providing early-round candidates with a video interview can offer a better experience all around. A virtual face-to-face conversation can tell you more about the individual than a simple phone screen.

Example:

HireVue. A platform that specializes in video interviews and online assessments.

Data mining:

Create and maintain large databases of candidates and potential candidates. Proper data mining techniques can help you find specific skills and experience from a large pool of people.

Example:

LaunchPad. A data platform that supports the hiring process.

Soft-skills assessment:

Personality test and gamified interview assessments deliver some insight into the soft-skills of a candidate. Testing and assessing your current employees will also deliver similar information and allow you to see whether a potential new hire will be compatible.

Example:

Berke. A custom-written assessment tool to analyze teamwork and other soft skills.

Collaboration software:

Throughout the hiring process, different individuals and departments will have their own assigned tasks and required input on the candidates. Streamline this with a collaboration suite that supports tasking and project-style monitoring.

Example:

Asana. A tool to monitor specific tasks and subtasks and enable communication between teammates and between departments.

Onboarding:

Assuring that your new hire has a positive experience is necessary to consider the hiring process complete. This process can be automated and support your people throughout their early days at the company.

Example:

Enboarder. Allows you to create personalized on-boarding experiences for new hires.