

IT Recruitment Report Card for Large Companies

How does your IT staffing compare to the typical company?

Take a look at your own organization to identify the challenges you face in finding and hiring great IT staff.

Give yourself a check if you think your organization faces this issue regularly:

1.

A great worker not only has the talent and experience to do the job, but also the soft skills to make them a great teammate. Finding that combination of skills is difficult using traditional search methodologies. Can you easily identify candidates who have passion for the job, the skills to get it done, and the personality to help your whole team?

☐ **We can't find talented tech people who also fit our team**
2.

It feels great to complete a long search process and make an offer to the right candidate. So that makes a rejection seem like a crushing blow that can force you to start all over. The truth is that a lot of exceptional people are already gainfully employed and happy in their current positions. Are you able to present your organization or team in a way that makes the job an attractive proposition?

☐ **When we find great people, they won't consider our offers**
3.

An adaptive and flexible environment is particularly important to some people. Creating a corporate culture that can serve a wide range of people is essential to broadening your candidate pool. Small benefits like catered lunch appeal to some people, while a flexible schedule or option for remote work can appeal to others. Do your benefits, perks and approach to work serve the needs of different people in different ways?

☐ **Our corporate culture adapts to serve people with different needs**
4.

Accurately budgeting and forecasting before a project begins is an essential part of setting yourself up for success. Because finding and hiring people can be an ongoing process, you may never get to the point where you have every role filled with a full-time employee. Does your planning process accurately predict the manpower you'll need to complete a specific project?

☐ **Some of our projects or teams don't have enough people**

5.

It's also easy to overhire or overspend. This happens when you plan for contingencies or overruns and they don't happen or don't happen in the order you predicted. Having workers without enough work is worse – and more expensive – than being understaffed. Are your employees fully utilized and — be honest — does anyone look kind of bored?

☐

Some of our workers don't have enough to do

6.

Technical staff can probably describe the technical needs of a specific role. But those people lack the skill to go out and find, qualify and recruit candidates. On the other hand, recruiters don't always have the tech knowledge to properly identify the skills of technical workers. Does your recruiting team have the technical knowledge to properly qualify your candidates?

☐

Our technical candidates don't have the right skills for our open jobs

7.

It can take up to two months or more to complete a hiring process. With that in mind, it means any project that requires expansion probably can't be completed in less than a quarter. Taking shortcuts in hiring can result in bad hires. Are you able to expand quickly when necessary without making bad mistakes?

☐

When we need to rapidly expand, the results are always great

Report card Score:

Add up your checks and see how you do:

0: Congratulations, your internal processes are fully serving your needs. **Grade: A**

1-2: You're happy with your process, but a quick checkup might show more efficiencies. **Grade: B**

3-4: Sounds like you're getting by, but you know things could be smoother. **Grade: C**

5-6: Current processes need revision. Fully examining your approach will show results. **Grade: D**

7: Inefficiencies in hiring and allocating employees probably shows in the work they produce. The good news is that small changes could show quick results. **Grade: F**