

How to make a great hire

In just 10 years, the workforce will look vastly different than it does today. Minorities will become the majority. Millennials will be running most organizations, and automation will result in new or different skills being valued. The world of work is quickly changing.

Attracting and retaining experienced professionals will continue to be a challenge and become even more time-intensive as competition for the same talent increases. In fact, the U.S. Bureau of Labor Statistics predicts that by 2024 there will be a need for 186,600 more software applications developers as computer and information technology occupations grow by 12 percent.

Finding and successfully recruiting a right-fit candidate for your team is undoubtedly a time-consuming process and a challenge faced by many hiring managers. And the time spent posting to job boards and social media, sifting through resumes and conducting interviews does not always result in a good hire. Candidates may look good on paper, but that does not mean they are right for the job.

A bad hire can have a tremendous negative impact on a team, which could lead to a drop in productivity, low morale, gaps in knowledge, failure to meet deadlines and more. If the new hire doesn't work out, the cost of replacing an employee with a mid-range annual salary is about 20 percent of annual pay.¹ The bottom line? Taking job seekers at "resume value" could be costly.

Looking beyond the resume: find the right fit

How can hiring managers uncover the intangible characteristics that make a great hire — like attitude, passion, work style, personality and culture fit? The key is to get to know the person behind the resume. To make a great hire, you should consider not only technical skills, background and experience, but also how the candidate will enhance the team. It's also critical to discuss the management style a candidate prefers and how the company's environment and offerings match expectations.

The three dynamics of a great hire

job fit

Candidates should possess the right skill sets and experience to do the job, in addition to having a genuine interest to perform required tasks.

boss fit

Candidates should be a good match for their direct managers in terms of personality traits, values and expectations.

company fit

Employees should be motivated by the working environment offered by your company and demonstrate the ability to work well with other members of a team.

All three components are important to consider when evaluating potential new hires. Job fit, boss fit and company fit are excellent predictors of the candidate's success in the role and within your company, and can increase the likelihood that you will be able to retain the new team member.

¹ Forbes <http://www.forbes.com/sites/lcims/2016/05/16/the-real-cost-of-a-poor-hire/#6280a260242f>

working with Randstad Technologies: what you can expect

Quality candidates

At Randstad Technologies, our goal is to not only help you find the perfect candidate today but to help you be positioned for long-term success. We have an extensive national network with thousands of talented technology workers. When you partner with Randstad, you have immediate access to these candidates.

We've built strong relationships with our talent, and we know what they are looking for in a job opportunity. We also understand the types of environments in which they will thrive, so we can connect them with the right clients.

We recognize that a great candidate match goes well beyond just the skills on a resume. Job fit, boss fit and company fit are all critical in each talent search. As a result, you have a well-rounded picture of prospective hires — from their knowledge and capabilities to personalities and cultural fit.

Quality service

Our staffing consultants specialize in translating client requirements into highly targeted candidate profiles and creating employment solutions that result in a perfect match. The Randstad consultant who helps craft the best hiring approach for your situation works directly with a dedicated support team to recruit and screen candidates for your consideration.

Using our deep knowledge of the technology sector, we can also support your hiring process in a number of ways — from refining your job description to providing guidance on proper compensation and recommending specific interview questions based on the role.

For temporary projects, we can have an experienced candidate ready to start with you immediately. For fulltime hiring, we serve as the main point of contact for candidates you are considering and provide them with regular updates. This ensures the candidates remain

engaged with your company throughout the hiring process and enables us to notify you if and when another job offer is being considered.

Quality results

Having specialized in this sector for decades, we are well-versed in current trends and have a thorough understanding of how success is determined for dozens of IT and technology positions.

Our goal is to quickly assess candidates based on the skills, background and work style that will most effectively fulfill your role and impact your business or team.

Whether you need specialized expertise for a specific project or a long-term employee, Randstad has the insight and extensive talent network to help you find the technology professional to fill your needs.