

## The Typical “Atypical” IT Recruiting Process



A great many leaders have begun a project with the opinion that tech talent is abundant, easy to come by, and the screening process only takes a few days. Often, these same leaders soon find out the hard truth (as we discuss [here](#)) - that good talent can be hard to screen, harder to find, and costly to acquire. The opportunity cost and time loss of a tech manager recruiting is about as productive as a recruiter functioning as a network admin. Tech managers have better things to do than sort through resumes to find a particular combination of computer languages and unique set of certifications candidates may have. They have projects to implement, databases to manage, and networks to patch.

The higher the level of proficiency, the longer it takes to fill a vacancy. The hiring timeline is probably quite different than what you experienced when you were brought on. There's a significant amount of work that goes in beyond sitting down with someone who responded to an ad (and somebody wrote that ad, uploaded it, and filters the results). You probably know that most firms require a background check and sometimes a credit report; these are the relatively routine parts. Here's what you *didn't* know:

- Developing and maintaining a strategy is the first stage of the hiring process. Developing one can take many meetings over a course of weeks or even months to fully realize. Actuating the general goals of a business is relatively easy— determining

the workforce needs and talent to make it happen is not. Having the right people in the right place at the right time can literally save or cost millions, depending on the size of the business. Once the strategy is created, it may slightly change as months go by – but the fundamental parameters are set.

- The strategy implementation process takes even more time. A recruiter isn't searching for “just anyone,” nor would you want “just anyone” to work for you. Finding the right skillset is essential - finding the right skills *and* the right personality is paramount. Staying ahead of your company's retention strategy requires multiple personnel working in unison. If one falls behind, the entire system begins to lag.
- It's not necessarily uncommon for a candidate to be hired inside of a month from the first return call and interview to the offer. But this is by no means the entirety of the hiring/retention cycle. It can take months before *that* particular candidate even appears. In addition, the first round of interviews typically requires 5-8 candidates at an hour or so each. The second round 3-5 candidates for slightly longer interviews. For higher level positions, it's not uncommon to have a third interview to decide between 2-3 candidates, which can be incredibly in depth. All of this for one specific vacancy.

Let's face it – a salesman can sell any product, anywhere. A CPA's license is state wide, as is a lawyer's or doctor's - A store manager of Wendy's can move to virtually any restaurant in the world, and be successful on some level. *Tech talent, on the other hand, is such an involved process with so many variables that an IT recruiter must have a high degree of understanding themselves to effectively fulfill their obligations.*

This is where we come in to play. At CultureFit, we specialize in partnering with businesses to develop and implement a *retention plan and talent acquisition strategy* for high level technology roles. We place a heavy emphasis on the personality and business culture, rather than simply the “hard” skills a candidate possesses. But let's take a look at why a candidate considers moving to a new organization.

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## 5 Reasons IT Talent are Looking for You.

Some of the above TECNA finding's captured IT employment trends. Some are less than optimistic from a hiring standpoint (though great if you're a candidate), while others are focused on what to expect in a booming industry. Although most companies continue to find a productive method to maintaining a consistent flow in workforce hiring process, we also need to have a better understanding to why IT employees consider new opportunities:

1. **Corporate leadership.** While this seems overly vague and ambiguous –

it's actually very easy. Many IT professionals feel like their leadership is out of touch, inflexible, doesn't reward excellence or just doesn't care. Instead of trying to be “better,” be different. Communicate directly and candidly with your workers to find out *exactly* what they need/want/expect from you. (Hint – only a few companies actually do this consistently and effectively).

2. **Autonomy.** While tech-oriented workers are debatably more creative than most people, they are near-unanimously better at problem solving . One of the chief complaints among IT professionals is that there is little flexibility for individual decision making. Some things require a specific process or procedure, but there are a great many that don't. They are usually, after all, the ones who have to fix their decisions, if things go awry.
3. **Direction.** Computer and IT employees want a say in the direction their company is heading. In some cases, they may surprise you with keen insight into certain types of operational goals, whereas other decisions are left up to the business experts. (NOTE- we're not advocating to replace your board of directors with software engineers) It's wise to at least consult them, if they're involved in the implementation process, however. We understand that this isn't always possible, but at the very least – it's helpful for all involved to check up quarterly.

4. **Growth.** Short and sweet – Very few employees in ANY industry want to maintain the status quo in their tenure. IT talent is no different. They want to move up with the company, and increase their responsibility. The moment they feel “stuck,” their loyalty becomes questionable.
5. **Culture.** The importance of culture *cannot be understated!* Addressing the above four factors are wasted efforts if the employee’s business cultural views do not reflect yours. Culture plays a vital role in productivity, efficiency, level of contribution, and a hundred other key terms from Business Management 101. If there’s a cultural clash, there’s an occupational mismatch, and it won’t last long.

As a premier staffing agency in the IT industry, we can help with all of these factors by placing our emphasis on culture. We built our company on the foundational importance of retaining a wide diversity of talent with differing viewpoints, and we specialize in teaming up high-level candidates who possess the same workplace values as their future employer. We understand that an employee performs their best when they hold similar values to their employer. Culturefit doesn’t just push numbers into vacant roles – we carefully vet, interview, and screen each candidate to comprehensively understand their needs, so that in turn – we can provide you with the highest level of expertise and the perfect match of personalities. Contact us today to see how we can help you.

