

TIPS FOR MODERN & EFFECTIVE TECH RECRUITING FOR TECH EXECUTIVES

STRATEGIC SYSTEMS INTERNATIONAL (SSI)



FACTORS AFFECTING THE TALENT SUPPLY

- Talent scarcity – the top factor is limiting the deployment of emerging technology solutions.
- The social and cultural changes accelerated by the pandemic have caused further disruptions and shortages affecting the technology talent supply. U.S employers face the highest skills shortages in over a decade, and the relationship between employer and employee is shifting .
- Skilled workers are in control, and companies must understand people's priorities to compete. With other industries taking a large share of tech talent and the increasing global shortage, acquiring and retaining the right fit is becoming a challenge for tech companies.
- It is noteworthy that we are entering 2022 with a completely different set of hiring issues. Here are the best tips for today's tech executives focusing more on leaner teams and budgets to retain and acquire the right talent pool .

CHALLENGES



- Engaging qualified candidates in a limited pool of the right tech talent
- Hiring in an aggressive/competitive job market
- Managing scalable recruitment challenges
- Managing employees' needs and expectations, including health and safety concerns related to COVID-19
- Standing out from other companies to attract talent
- Recruiting within tight time frames

APPROACHES TO TACKLE CHALLENGES



Strategy

- Continuously assess your organization's changing needs
- Develop a modern and effective recruitment strategy

Process

- Build a robust method to make sure you hire qualified talent

Tools

- Invest in the right hiring tools including data-driven recruiting tools

Brand

- Establish your presence in the tech scene (marketing as a recruiting plan)
- Build/improve/maintain a positive company brand – Company culture and employer branding is key to winning the battle for the top candidates
- Leverage social media to demonstrate transparency and highlight company culture
- Host meetups, workshops, coding contests, and hackathons, and invite outside participants

APPROACHES TO TACKLE CHALLENGES



Sources

- Consider non-traditionally educated developers
- Broaden your search for candidates – referrals, internal hiring, LinkedIn, and employees' network
- Establish an internal program for hiring and training fresh college graduates
- Pursue passive candidates – there are lots of perks that can be thrown into a job offer to make it appealing to an individual candidate

Perks

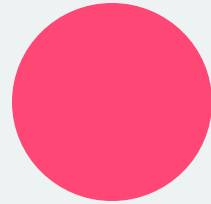
- Flexibility for remote work
- Continuous learning and skill development
- Competitive bonuses and benefits for employees

APPROACHES TO TACKLE CHALLENGES



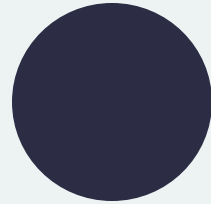
Competitive Market

- Continuously assess the organizations needs
- Develop an effective hiring strategy



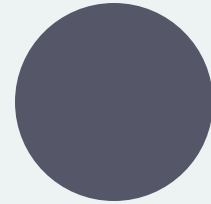
Qualified Candidates

- Build a robust process
- Invest in tools driven by data



Company Brand

- Establish the presence in tech space
- Build an employee friendly culture
- Leverage social media
- Host and participate in tech events



Candidates Expectations

- Work Flexibility
- Remote work options
- Skills development
- Offer perks according to the changing market conditions



Sources

- Non-traditional candidates
- Non-traditional sources
- Pursue passive candidates

ABOUT THE AUTHOR

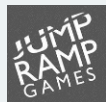


Rizwan Khan is an accomplished CTO with over twenty-five years of experience building teams, defining, and executing strategies, and delivering technology platforms in highly visible industries. Currently, Rizwan is a part of Strategic Systems International's executive leadership team based in Chicago.

WHY CHOOSE SSI

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