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The benefits of using an IT Recruiter

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Introduction

The success or failure of your enterprise depends on your ability to quickly and effectively communicate both inside and outside of your organization. Easy and secure means of communication and data storage are now must-haves for every successful business venture. As a result, IT personnel are now a vital part of all major companies, even those not directly related to the IT industry.

Unfortunately, the environment surrounding your company is less and less friendly. The twenty-first century market does not forgive even the smallest mistakes, and if your company does not operate at one hundred per cent efficiency, the competitors will quickly leave you far behind. Without highly-skilled IT professionals, your company will sooner or later perish.

What is worse, the number of unemployed IT specialist recently is very low. And there are signs that this trend can be stable. In some highly developed countries the number of unfilled IT job posts waiting for IT specialists outnumbers the number of unemployed IT professionals themselves. Factors like these mean, hiring IT personnel via standard means - newspaper ads, posting job offers on your website or looking for needed professionals through online employment agencies – is even more difficult and time-consuming.

While there are many ways to find IT specialists to fill their ranks, contracting an IT recruitment agency is usually the best solution. There are five reasons for that:

1. It's been statistically found that professional's engaged via IT recruiters tend to have higher qualifications.
2. Shorter time span between placing an offer and filling the post.
3. Recruiter's ability to find professionals with very specific work experience or skills.
4. Ability to deliver only a handful of the most suitable professionals to the final interview.
5. High cost-effectiveness.

1. Higher professionals' qualifications

Every IT recruitment company claims that it is able to find employees who will be better-skilled than those who will learn about your offer from other sources. Most IT recruiter's customers tend to treat such claims as just a piece of marketing language. Surprisingly by doing so they are in danger of making a serious mistake. Most experienced IT recruiters are able to provide professionals who are statistically better for the job post you need to fill.

The reasons for that are simple: without some help of an IT recruitment company, your offer finds its way only to a group of relatively random people – those who read your

offer - usually either by accident or just as one of hundreds similar entries in an online employment agency.

Such a situation has serious drawbacks. First of all, your offer might not find its way to the best potential employees – even if you publish it in the best and most popular IT magazines, job boards, etc. it will still be missed by a better part of your target group, but picked up by many others who will send you their resumes “just in case”.

There comes another major problem: choosing the best potential employee is much more difficult than it seems, especially if you decide to rely mostly on their resumes. Someone in your company has to read and sort all resumes you have received. Due to the large amount of arriving mail, most managers spend only a couple of seconds before they decide whether they should treat the resume as “promising” or “trash”. This really means that most people tend to employ not the best employees for the post, but those who can write their resumes and cover letters best. While a decent resume may indicate that the professional is really serious about your job offer, it may simply mean that he or she has read a book about resume writing. What is worse, you risk tossing away potentially better professionals simply because their cover letters are not as well-written as others.

An IT recruiter will help your company to avoid these problems and make sure that you receive only the best and most promising resumes to process. First, every IT recruiter has a large database of at least a few thousand IT specialists and can notify those and only those who meet all your requirements. Then, as the recruiter concentrates only on the skills related to the specific job post, no other factors may come in way while determining the potential quality of the professional. In practice, this means that instead of filling your IT vacancies with IT personnel with the best sets of skills instead of the best cover letter writers. The assistance of an IT recruiter may make the difference between getting hundreds of random offers and dozens of the right ones to choose from.

2. Faster recruitment process

In most cases an IT recruiter is capable not only of delivering statistically better professionals, but also of doing it faster than it would be possible otherwise. Again, most managers who not have had any previous contacts with IT recruiting agencies treat this piece of information as a part of their marketing campaigns. And again, those managers who think so could not be more wrong.

If you try any other method of searching for someone to fill an IT job post, you have to give some time for those potentially interested in working for you to find the offer and then to prepare and send you their resumes. Even if you turn to a free employee database of some online employment agency, you will have to spend days browsing through hundreds of resumes only to find that many of them belong to people who have already found their jobs, but were not removed from the database. As the result, such a search may take weeks, in extreme cases even months.

On the other hand, an IT recruitment company will notify potential employees the moment it learns about your needs. This will help minimize the response time to your offer and shorten time needed to complete the recruitment process considerably. This gives you more time to spend on things that are more important for your business growth and makes your company more flexible.

The quicker pace of the recruitment process makes hiring an IT recruiter a good solution to provide temporary staffing for your company. The ability to close the recruitment process even in a few days lets you react swiftly to a quickly changing situation and current needs of your company.

3. Finding professionals with uncommon skills, specific work experience or narrow specialties

The help of an IT recruiter is especially useful if your company needs professionals with rare or very specific skills.

As oftentimes the amount of such specialists on the market is low, your job offer may have only minimal response and in extreme cases you may even receive no applications at all. Even a large-scale campaign may not bring the needed results. It is due to the fact that most professionals with the right skill and experience profile are already employed and they are not actively looking for a job. In such a situation contacting an IT recruiter is the only way to ensure that the post will be filled soon.

An IT recruitment company minimizes the practical problems related to your special requirements. First off, it has an access to a huge database of IT professionals, also those who are currently employed or not actively looking for a job. The size of a database makes it more probable to find someone meeting your needs – also by giving you a chance to modify your requirements (by relaxing non-essential conditions) on the way if your IT recruiter is unable to find enough offers in the database.

In a case that there are only a handful of free specialists in your area of interest, your IT recruitment agency may widen his or her search to cover also those professionals who are currently employed in other companies in order to present them your offer and possibly make a counter-proposal.

4. Taking care of everything

In addition to finding professionals whose resumes meet your requirements, IT recruitment agencies can also lift the whole burden of the recruitment process and provide only a handful of thoroughly tested and checked professionals for the final interview.

If the employer wishes so, IT recruiters may check both the practical skills and the past experience of the most promising professionals by performing various skill and personality tests as well as checking the prospect employee's past experience. This

minimizes the chance of employing a professional with the most impressive resume, but hopeless practical or social skills. Also, such procedures make it much easier to maintain the strict security, making it more difficult to perform industrial espionage attempts against your company.

Depending on the employing company's needs, the tests might be as simple as sending simple questionnaires to the chosen professionals or as complex as a full exam performed by a trained staff employed by an IT recruitment agency and supervised by the employer. Only those specialists who will actually perform well on the tests will be then asked to take part in the interview at the employer's office.

5. Cost-effectiveness

The only drawback that prohibits some managers from contracting an IT recruitment agency is the fact that the provided services are rarely available for free. However, IT professional recruiters are worth well-worth their price.

The reason for that is simple: in order to manage a fully professional (comparable with independent recruitment agencies) recruitment process, your company needs the right people - experienced HR specialists, recruiters, psychologists and the like. Then, your company's recruitment department will have to be maintained whether its services are currently needed or not. This considerably increases the overall long-term cost of recruitment. An IT recruiter can be hired on "as needed" basis, making the cost of its services cheaper than those provided by the in-house recruitment department.

After word

IT recruitment agencies specialize in providing highly-skilled efficient IT professionals. While most IT jobs are still obtained through other methods such as peer networking or newspaper job offers, IT recruiters are the best way to ensure the high qualifications of hired professionals and smoothness of the recruitment process. This makes them perfect for hiring highly skilled professionals such as IT executive managers or experienced coders as well as smoothly providing temporary staffing to do short-term IT projects or fill temporary vacancies.

With the ever-shifting situation in the IT industry and the growing need of various IT specialists in all major companies, the number of IT professionals available for hire is dwindling. IT recruitment agency's services may soon become necessary for anyone willing to hire qualified IT professionals, especially those experienced or with uncommon skills.

To learn more about the benefits of using an IT Recruiter please visit www.guidance-consulting.com.