5 more THINGS
WE'VE LEARNED FROM 26 YEARS IN RECRUITMENT

In part 2 of the list of things we've learned from 26 years in semiconductor recruitment, we take a look at some of the lessons we have had to learn the hard way:

FEEDBACK IS KEY

When you've been doing something for a long time you can lose sight of what's at stake. It's in your best interest to leave the echo chamber and seek feedback from job seekers and hiring managers alike. From listening to our clients and candidates, we've learned to provide maps of interview locations as well as a firm expectation of projected pay rates. This helps prevent misunderstanding of role level and helps to keep people from getting lost on the way to their interview!

NEGOTIATION IS (ALSO) KEY

Off the back of number 6 comes negotiation with the hiring manager. This is when you provide feedback to your client and establish the terms of employment on behalf of your candidates. While the hiring manager will have expert knowledge of the job responsibilities, maybe they are a bit out of touch with the current job market and have unrealistic expectations of a suitable pay rate. This is where you can help.

Don't work from the basic template job description. Make the effort to find out what's really involved in the job you're recruiting for. Have an open dialogue with the hiring managers and ask about the top performers on their team, the top performing qualities, the absolutely necessary candidate qualities, and the things you expect your candidates to ask you. The relationship between recruiter and client works best when this relationship is a partnership.

QUALITY OVER QUANTITY

Add a tight deadline to a high-volume hiring req and it becomes easy to fall into the trap of resorting to a ' 'just throw bodies at it'' approach - and this desperation leads to glossing over the incompatibilities between the candidate and the job. It's like settling for Mr. or Mrs. Right Now, instead of waiting for 'the one' and you find yourself having to fork out time for messy off-boarding and re-entry into the hiring market.

How do you solve a large problem in a short time? Start at the beginning! Tailor jobs to attract the *right* people, not the *most* people. Make the hiring requirements crystal clear to allow candidates to self-select out of the process. Ultimately this means less time wasted for everyone involved.

APTITUDE TESTS

It's easy to get dazzled by a well-presented resume and a slick-talking applicant. You may come across resumes and interviewees that talk the talk, but it's important to find the ones that can also walk the walk.
Running tech-screens and mechanical aptitude tests not only help you further understand the technical knowledge of a candidate, but help the candidate adjust their expectations for the role they are applying for.

1. Latent heat measures _____.
a. The temperature of heat in a substance.
b. The quantity of heat in a substance.
c. The velocity of heat in a substance.
d. The heat potential of a substance.

2. The exertion of pressure on a substance with a constant temperature increases its volume in proportion to the increase in pressure.
a. True
b. False

STAY IN TOUCH

After 26 years in recruitment, you may find yourself with less of a talent pool and more of a candidate... ocean. While best practice dictates a constant refresh of your candidate database, it's not always a practical use of your time. However, it's always worth regularly revisiting your contact lists to see who has had a change in circumstance and may now be looking for a new job.

One of our biggest mistakes in the past was overlooking a handful of experienced engineers that we hadn't contacted in over 3 years. When we finally got around to it, 6 of them had entered retirement! Make sure to do your housekeeping!