<u>Title</u>: Key points in finding IT professionals: a step-by-step guide for companies

<u>Description</u>: How to find a C-level IT specialist for your company. Why the employer brand is important in the technical field.

<u>Keywords</u>: IT recruitment agencies, IT staffing companies, IT recruiting firms, IT recruitment companies, IT staffing firms.

How to find IT professionals: short guide for companies

Almost every industry lacks skilled workers. The problem is that the demand for skilled workers is growing disproportionately to the offer. It is also difficult for companies in the IT industry to find and attract good professionals.

Another reason why IT positions often remain vacant is fierce competition. Now almost every company has a need for IT professionals. Because digitization changes many processes, and they need to be implemented from scratch and maintained.

Professionals are free to choose where they want to work. Large, financially strong companies can attract applicants with high salaries. Small and medium-sized companies are forced to grab attention in other ways.

IT recruitment tips

We have put together the best tips for you on how to successfully find IT professionals for your company. Only with strategy will you achieve long-term success.

Because of the "battle for talent" in the IT industry, you can't just wait for the right candidates to come, you have to actively look for and attract them.

First, think about how you can stand out from other companies. The most important thing in your strategy is long-term planning: how can you ensure that you find enough applicants for your company over the next few years?

What might such a strategy look like for your company?

• Employer brand development.

• Independent training of IT staff.

• Active search and use of IT recruiting firms.

The employer brand is the company's reputation in the eyes of job seekers, it helps attract new employees and connects existing ones with the company in the long run.

Keep in mind that IT professionals may have different wishes and ideas about their workplace than employees in other industries.

Of course, you have many different options for this. The most important factor for IT professionals is the technology used in your company: with fast devices and modern systems, work is not only more productive, but also more fun.

So try to equip your company with the appropriate devices and tell IT staff what they will deal with later.

Requirements for candidates: it is worth thinking outside the box

"Successfully completed training, at least 5 years of professional experience and existing knowledge of special programming languages or programs" – these requirements are formulated incorrectly. How useful are they really?

Many programmers acquire knowledge not through formal training, but because they spend their free time learning and implement their own projects. Many graduates do not yet have experience, but have great potential. Talented professionals can also quickly learn new programming languages.

Therefore, all these points should not be the focus of your search for new employees. If you give a chance to those who do not look perfect on paper, they can surprise you and become valuable members of your organization.

Active search as part of your recruitment strategy

With active search, you can find candidates you wouldn't notice otherwise. This allows you to find professionals who are not actively looking for a new job, but may still be ready for the career change. Most IT professionals, in particular, already work for some company. You just have to convince them that your company is better.

Keeping highly qualified staff in your own company is also important. This avoids staff turnover and unnecessary costs for finding new employees.

The value of IT recruitment agencies

All of the above is not a definitive list and requires considerable investment: human, time and financial. It is unreliable to entrust such an important matter to only one recruiter. Therefore, using the help of recruitment agencies is especially useful in the field of IT.

This allows you to save efforts on registration in various search sources, verification of information from candidates, conducting all stages of the interview and more. The search for candidates is perhaps the most difficult in the technical field, that is why the specialized IT staffing companies exist.

IT recruitment companies – work with the best

To find IT professionals you should choose recruitment companies targeted to your region and your domains. Up Scale is a professional IT staff firm in Europe, Canada, the United States and Israel. It performs global IT recruiting & HR for fast growing companies specializing in AI, Blockchain/Crypto/Web3 and with the number of employees from 50 to 1000.
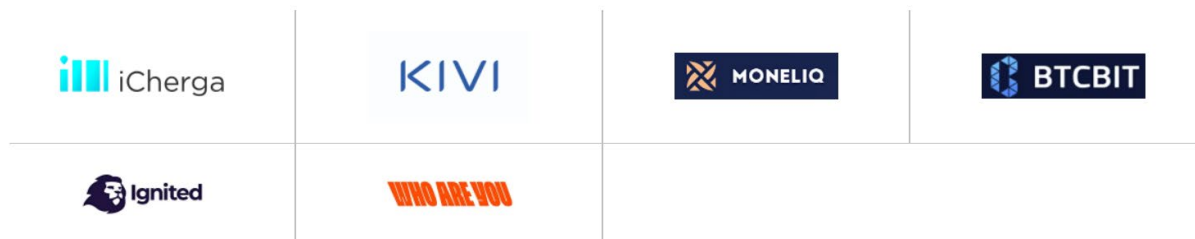
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- ✓ *Executive Search*. Hiring C-level candidates who successfully achieve businesses' goals.
- ✓ *Dedicated teams*. Hiring development teams and customize outsourcing processes to design a manageable delivery.

✓ *Recruitment Outsourcing*. A recruitment department at a fraction of the cost.

<u>Facts about Up Scale</u>

➤ **98 000+** IT professionals in database.
➤ Almost **99%** of the specialists selected by us confidently pass the probationary period.
➤ **1300** candidates are already working in the world's leading IT companies.
➤ **25** IT recruiters are working on projects at the same time.
➤ More than **50** search channels and own methodology for testing candidates.
➤ In **3** days you can already see the CVs of the first candidates.

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