

The TOP 10 Essentials For Successful Staffing

Before you engage any IT staffing agency, you want to make sure you're asking the right questions about technology staffing. Our Faceoff Checklist outlines the top ten things you should consider when choosing an IT staffing firm.

Other
Agencies



<p>1. Placements are backed by a 100% satisfaction guarantee. Your staffing agency should be willing to stand by their work and back it up with a meaningful guarantee of their IT staffing services.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>2. Recruiters have an average of 12 years experience. You need recruiters with the experience and industry expertise it takes to find the right fit for each job.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>3. Service goes beyond the call of duty. This is about more than service with a smile. A top recruiter is always on call and will go the extra mile to find the right candidate.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>4. The agency focuses closely on your unique needs. An effective staffing agency will spend more time listening than talking. Once they understand your needs, they help you translate them into clear hiring objectives.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>5. Searches go beyond the giant job boards. Your recruiters need to know where to look for top talent – and this means more than just searching the giant job boards on the internet. Top recruiters draw from a wide variety of sources – both locally and globally – as well as a large personal network.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>6. Two to three resumes are all it takes to find the right person. How many resumes should you have to review? 10, 20, or 3? Never waste valuable time and resources searching and weeding out candidates for IT jobs. That's why you're hiring a staffing firm.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>7. Both hard and soft skills are evaluated for each candidate. People hire for hard skills, but often fire for lack of soft skills. Your staffing firm needs to evaluate both when searching for the right candidates.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>8. The only candidates submitted to you are superior performers. Superior performers outperform other employees by 200%. These are the people you want on your team, and they should be the focus of your staffing firm's efforts.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>9. The agency provides off-the-clock training for consultants. An agency that hires out their own consultants should provide them with off-the-clock training that you can leverage.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>
<p>10. New hires have over 90% retention rate after one year on the job. Firing is expensive, so you need to make sure the success rate of any staffing firm you use shows that they will do the job right the first time.</p>	<p>?</p>	<p><input checked="" type="checkbox"/></p>