



CRACKING THE CODE:

Overcome the Top 5 Hiring Challenges
and Build Your IT Dream Team

ComputerPeople
STAFFING

Hiring Top IT Talent Has Never Been More Challenging

Before the modern internet, “IT” referred to punch cards and mainframes. Fast forward to today, and technology is embedded in every aspect of business.

The stakes are higher than ever: the best tech professionals are in demand, and competition is fierce. Missteps in the recruitment process can cost companies great candidates along with time, money, and opportunities for growth.

If you’re hiring IT professionals, we can help you overcome top challenges to build a stronger, more cohesive team.

Let’s Talk About Where IT Hiring Can Go Wrong



CHALLENGE 1:

Losing Top Candidates to the Competition

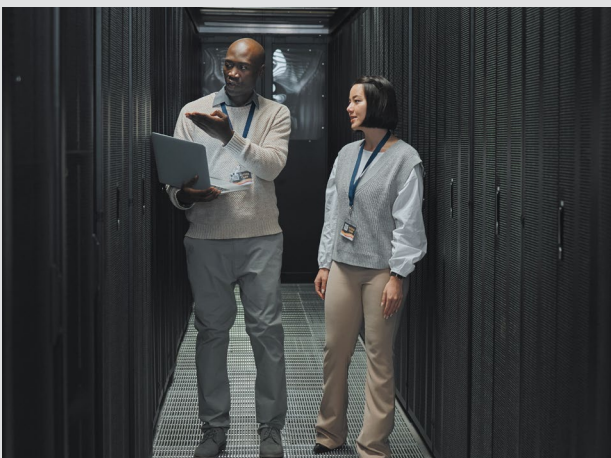
In-demand IT professionals often receive multiple offers. Companies that move too slowly or fail to engage risk losing top candidates. The average time top tech candidates remain available is just 10 days. Delayed hiring processes or spotty communication send a poor message, leaving your competitors to swoop in.

COMMON ISSUES:

- › **Slow Processes:** Long timelines give candidates time to consider other offers.
- › **Inconsistent Communication:** A lack of regular updates makes candidates feel undervalued.

QUICK FIXES TO WIN TOP TALENT:

- › **Pre-Schedule Interviews:** Coordinate decision-maker schedules early to minimize delays.
- › **Engage Candidates Regularly:** Keep candidates informed with consistent communication.
- › **Offer Competitive Packages:** Benchmark salaries and benefits to extend data-informed employment offers.



Your Secret Weapon? An IT Recruiter

A specialized IT recruiter helps you stay ahead of the competition by streamlining your hiring process, improving candidate engagement, and ensuring your offers stand out.

THEY CAN ASSIST BY:

- › **Accelerating Hiring Timelines:** Recruiters pre-screen candidates, coordinate interviews, and deliver ready-to-hire talent to avoid costly delays.
- › **Improving Candidate Engagement:** Recruiters act as a go-between, staying in touch with candidates to keep them informed and invested.
- › **Sharing Marketing Insights:** Recruiters have an insider's perspective on the industry and region. They can advise on what needs to go into a compensation package to create an attractive, competitive offer.
- › **Reducing Drop-Offs:** Recruiters keep candidates engaged and interested, and keep the process moving to lock top prospects in before competitors can.

CHALLENGE 2: Inaccurate Job Descriptions Attract the Wrong Candidates

Your job description is your first impression—it draws candidates in or pushes them away. Vague or overly complex descriptions can clog your pipeline with mismatched resumes, wasting time and frustrating hiring teams.

SIGNS OF A BAD JOB DESCRIPTION:

- › **A flood of irrelevant resumes slows the hiring process.**
- › **Generic language that doesn't differentiate your role from competitors.**
- › **Laundry lists of qualifications discourage qualified candidates.**

HOW TO FIX IT:

- › **Be Precise:** Focus on the must-have skills and responsibilities.
- › **Highlight Opportunities:** Showcase your culture, career growth options, and exciting challenges.
- › **Collaborate With IT Leaders:** Work closely with technical managers to define the role accurately.



An IT Recruiter Can Translate Technical Needs Into Clear Job Descriptions

Specialized recruiters know how to [help your job description stand out](#):

- › **Collaborate with IT teams** to craft accurate, appealing job descriptions.
- › **Avoid overly technical or generic language** that alienates candidates.
- › **Highlight selling points** like professional development, cutting-edge projects, and company culture.

CHALLENGE 3: Slow Hiring Processes Results in Lost Talent

Speed is critical in IT hiring. 60% of job seekers will lose interest in the position if the hiring process takes too long. A delay of even a few days can result in losing top talent to faster-moving competitors. Beyond frustration, sluggish hiring processes erode trust and damage your company's reputation.

WHAT CAUSES DELAYS?

- › **Lengthy internal approval processes.**
- › **Scheduling bottlenecks** for interviews.
- › **Waiting for feedback** from many decision-makers.

HOW TO SPEED THINGS UP:

- › **Set Clear Timelines:** Define milestones for each stage of the hiring process.
- › **Empower a Small Team:** Reduce bottlenecks by delegating decision-making authority to a core group.
- › **Leverage Technology:** Use applicant tracking systems (ATS) to simplify scheduling and communication.

IT Recruiters Keep You Ahead of the Curve

With access to pre-screened talent and efficient workflows, IT recruiters can:

- › **Cut Time-to-Fill:** Deliver candidates faster to avoid costly delays.
- › **Simplify Scheduling:** Handle logistics to keep the process moving.
- › **Offer Real-Time Feedback:** Provide salary benchmarks and market insights to craft competitive offers.



CHALLENGE 4: Recruiters Lack Technical Expertise

Generalist recruiters may excel at sourcing but lack IT knowledge. They may not be able to accurately assess candidates' technical skills or how much weight to give specific soft and hard skills. This leads to mismatched hires, wasted time, and poor retention.

COMMON ISSUES:

- › **Candidates lack the skills** needed to succeed once hired.
- › **Misunderstood job requirements** lead to wasted interviews.
- › **Valuable time is spent** screening unqualified candidates.

THE SOLUTION:

- › **Find a partner** who understands the nuances of technical roles.
- › **Train internal recruiters** on basic technical concepts to improve their ability to screen effectively.
- › **Use coding challenges and skill assessments** to objectively evaluate expertise.



How IT Recruiters Bridge the Technical Gap

Specialized recruiters know the right questions to ask and the tools to use. They:

- › **Conduct** technical screenings and coding assessments.
- › **Evaluate** both technical skills and cultural fit.
- › **Present** only the most qualified candidates, saving time and effort.

CHALLENGE 5: Employer Brand Fails to Attract Talent

In-demand IT professionals can afford to be picky about where they work. They look for more than just a paycheck—they also want meaningful work, growth opportunities, and a strong company culture. A weak or unclear employer brand can make it hard to stand out.

HOW TO BUILD A STRONG BRAND:

- › **Highlight** innovation, work-life balance, and professional development opportunities.
- › **Share** employee testimonials and success stories to humanize your brand.
- › **Maintain** an active presence on platforms like LinkedIn to showcase your culture.

IT Recruiters As Brand Ambassadors

Recruiters don't just fill roles—they represent your company. They can:

- › **Promote your vision** and culture to candidates.
- › **Use personalized outreach** to position your company as an employer of choice.
- › **Share feedback** to help refine your brand and hiring process.



Consider the Costs of Losing IT Talent

Hiring mistakes can be expensive—not just financially but also in terms of productivity, innovation, and team morale. Let's break it down:

- › **Lost Time:** It takes 61 days to fill a high-demand IT role, but delays can stretch this timeline and lead to stalled projects.
- › **High Turnover:** Depending on the role, recruiting, onboarding, and training a replacement can cost up to 200% of an employee's salary.
- › **Damaged Reputation:** Frequent turnover or hiring delays can tarnish your reputation as an employer, making it harder to attract top talent in the future.
- › **Missed Opportunities:** Losing top talent to competitors can hinder your company's ability to innovate and grow, especially in critical areas like cybersecurity or software development.
- › **Lack of Innovation:** With unfilled positions or mismatched hires, your team may struggle to implement new technologies or complete key projects, putting your company behind competitors in a rapidly evolving market.

Investing in a smarter hiring process reduces these risks and positions your organization for long-term success.



THE SOLUTION: Avoid Hiring Landmines With a Specialized IT Recruiter

Recruiting top IT talent is complex, especially in a fast-paced, competitive market. A specialized recruiter can help you overcome hiring challenges by offering:

- › **Industry-Specific Expertise:** Understanding the nuances of IT roles, skills, and market demands.
- › **Established Networks:** Accessing top-tier talent, including passive candidates who aren't actively seeking new roles.
- › **Tailored Processes:** Adapting recruitment strategies to fit your unique hiring needs and organizational culture.
- › **Access to Passive Talent:** Maintain relationships with top-tier IT talent, including those not actively seeking new roles.
- › **Industry Insights:** Understand where and how to engage passive candidates, whether through niche platforms, industry events, or referrals.





Why Choose ComputerPeople Staffing?

ComputerPeople Staffing has spent decades helping employers successfully navigate hiring challenges and build exceptional IT teams. We're more than a staffing firm—we're a trusted advisor offering honest feedback, tailored solutions, and hands-on support every step of the way. We believe in putting people first.

What Sets Us Apart

- › **Advisor Expertise:** We provide actionable advice on job descriptions, compensation, and hiring strategies to help you make informed decisions.
- › **Rigorous Candidate Vetting:** Every candidate is pre-screened and qualified to ensure a match with your technical needs and company culture.
- › **Clear Communication:** Frequent updates and ongoing support keep you informed and confident throughout the hiring process.
- › **Flexibility and Custom Solutions:** Whether you need contract, contract-to-hire, or direct-hire placements, we tailor strategies to your unique requirements.
- › **One-Year Replacement Program:** Hire with confidence—our commitment to quality means we stand by every placement.
- › **Enhanced Market Insights:** Stay competitive by leveraging real-time data on salary trends, candidate expectations, and industry shifts.
- › **Efficiency and Focus:** We handle the details—bridging gaps in the talent market and streamlining processes—so you can focus on your core business.

Partner With ComputerPeople Staffing

Since 1970, CP Staffing has been a trusted partner for businesses, connecting top talent with leading employers. Our IT staffing division, ComputerPeople Staffing, specializes in placing highly skilled professionals for critical roles, including:

- › IT Leadership
- › Cyber and Information Security
- › Network/Systems Administration
- › Software Development
- › IT Project Management
- › Data Analytics
- › Help Desk/Desktop Support
- › Cloud/AI Experts



ComputerPeople combines deep industry knowledge with a commitment to transparency, flexibility, and results. Let us help you find the IT talent that drives your business forward.

Connect With Us Today

Ready to tackle your IT hiring challenges?

Let's discuss your unique needs and find the talent that fits your team.

Schedule a FREE Consultation or contact us to learn more.

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