



**Over 90%** of technology companies want to hire new talent next year



**Over 40%** of all technology jobs have gone unfilled this year



**Over 80%** of technology workers surveyed responded that they are considering or would consider a job change in 2016



In the war for technology talent you need a strategy.

How thorough is your recruiting process?

Do you have the right staff with the right tools?

Here is the basic overview of the hiring process you need to have in place. If you don't have these nailed down we need to talk:

1



### Defining Job Descriptions

- a. Skills
- b. Culture
- c. Accountability

2

### Sourcing/Attracting Candidates

- a. Job Boards
- b. Database/ATS
- c. Social Media
- d. Direct Target
- e. Referrals



3



### Screening/Selling Candidates

- a. Employee Value Proposition (EVP)
- b. Automation Tools
- c. Interviewing Process

4

### Integrating/Retaining Top Talent

- a. Mentorship
- b. Career Plan
- c. Education



Passion

Strategy

Resources

Execution



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