Hiring (From The Employer’s Perspective)

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#nextgenPhD
Know the players...
Recruiters source and sort candidates
<table>
<thead>
<tr>
<th>Firms</th>
<th>Internal</th>
<th>“Head Hunters”</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Temporary</td>
<td>• Succession planning</td>
<td>• Finder’s fee</td>
</tr>
<tr>
<td>• Contracts</td>
<td>• Talent pipeline</td>
<td></td>
</tr>
<tr>
<td>• Senior placements</td>
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</table>
Recruitment by the numbers

Because numbers speak for themselves (sometimes)
Number of companies that reported hiring shortages as a barrier to growth.

2014 PWC Trendsetter Barometer
<table>
<thead>
<tr>
<th>Skills Gap - Staffing</th>
<th>Attraction &amp; Retention</th>
<th>Skills Gap Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Existing staff abilities vs organizational needs</td>
<td>• 48% sourcing</td>
<td>• 34% STEM professionals</td>
</tr>
<tr>
<td></td>
<td>• 33% retention</td>
<td>• 26% Need for training for existing roles</td>
</tr>
</tbody>
</table>

*Spherion EWS 2015*

• 24% Cost of training for future trends
Thanks for all the depressing information. How, exactly, does this benefit ME?
<table>
<thead>
<tr>
<th>Find the Hot Spots</th>
<th>Top 3 Skills in Demand</th>
<th>Top 3 Skills in Demand</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Location is key!</td>
<td>• Novel &amp; adaptive thinking</td>
<td>• Problem solving</td>
</tr>
<tr>
<td></td>
<td>• Social intelligence</td>
<td>• Strategic thinking</td>
</tr>
<tr>
<td></td>
<td>• Sensemaking</td>
<td>• Technology &amp; data</td>
</tr>
</tbody>
</table>

*Randstad 360 Trends*

*Randstad Skills of the Future*

*Spherion EWS 2015*
Don’t get too excited...
Hiring isn’t linear.
Understanding job postings
You need to learn the lingo
71

Percentage of in-demand skills that are required across two or more job categories.

Future-Proof Your Career Bentley University
Beware of Job Titles

- Standalone skills jobs are declining

Rise of Soft Skills

- Collaboration 88%
- Decision-making 87%
- Mentoring 73%

Skills NOT Degrees

- Excel
- Data
- Social media
- Other tools
- “University of Youtube”
- Free Code Camp

Career Hangouts
Search for careers by skill. That’s how employers will search for you.
Ideas for Skill Searching
LinkedIn Alumni Tool
Boolean Search
LinkedIn Job Databases
NOC Codes
O*Net Online
Two Kinds of Applicant Tracking Systems

As if one wasn’t enough...
System One
• Employer selects 30 pre-programmed keywords
• All scored equally

System Two
• Employer enters ANY keywords or phrases they want
• Not scored equally
Use job posting phrases & employer language to score higher & reach a live person.
Hiring Manager isn’t a job title
Recruitment or Sourcing Professional is.
Recruiters want to meet people who WANT to work for their organization. Reach out to them.
Percentage of candidates hired by referral.

Spherion EWS 2015
Employers invest the most time, resources and money in FINDING the right candidates.
When they do find you...

Interviews, etiquette & other stuff
### Don’t…
- Portray yourself as overqualified
- Apologize for your education
- Speak in academic jargon

### Do…
- Explain how you have used the skills they want
- Give examples
- Show interest in the organization & position

### Keep a balanced perspective
- Hiring is a business function
- How can YOU add value?
- Do your research & ask questions
Hiring isn’t an adversarial process

The employer isn’t your enemy... They don’t know you exist.