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Hiring top technical talent: how to sift through all the noise to uncover the perfect candidate for the job

By Dan Goldberg, President, Top Talent Search Experts, LLC

7/1/2018 00:01 AM EDT

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Arguably, your company's most important asset is its people. With the vast social networks and job sites available, attracting candidates when you have an opening isn't a problem. You've got a myriad of resources available to you, such as posting positions through online job sites like LinkedIn and Monster or leveraging your existing employee base to generate references.

The problem with these methods is that you are also going to generate a myriad of resumes. Even a single posting can result in a deluge of applicants. Certainly, playing a numbers game in this way will give you a wide range of options. However, mediocre candidates know about the numbers game as well, so they flood the market with their resumes. This means that the person you are looking for – the one who is perfect for the position – is going to be that much harder to find.

Technical camouflage

The task of identifying the best-qualified candidate can be a nightmare when the position requires specialized expertise, as it can be challenging to accurately assess someone's technical capabilities. Mediocre candidates know this and use all of the right buzzwords to appear as if they are an excellent prospect. Even if engineering provides materials to assess a candidate's knowledge of C++ or circuit design, the limited scope of such tests is only going to eliminate the worst candidates, not help identify the best.

This traditional approach to filling technical positions often leads to two undesirable outcomes. The first is that more candidates must be passed through to the technical interview stage for further assessment. This requires substantially more time and involvement than technical staff can afford to give.

The second undesirable outcome is perhaps even more important: There's a very good chance that the best candidates will be

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eliminated. Consider that engineers typically spend the majority of their time developing their technical skill set. Thus, many of the best technical minds – the ones who are going to be able to keep projects on schedule and on budget – are notoriously poor at selling themselves. Top-talent engineers often don't like to stick out in a crowd, and their resumes reflect this, which is why they often find their way to the trash bin in favor of someone who has a more polished resume but is less qualified.

The truth is, the people you want most can be the hardest to find.

Efficient recruitment

You don't need to interview a thousand people to find the best ones if you interview the best people to begin with. An effective way to do this is to work with a recruitment company that has already filtered through countless resumes and applicants to identify the most capable and innovative technical people.



Each person recommended by a recruiter will be an expert in his or her field. In addition, because the recruiter knows the qualities of the person you are looking for, he or she can draw from a large pool of technical people and only recommend optimal candidates with the right skill set and experience.

Choosing the right recruiter

It's important to note that there are different types of recruiters. Some recruitment agencies are more like telemarketers-for-hire. Their goal is to get candidates interviews, and they make as many calls as they can to achieve this. You can identify this type of recruiter by the poor quality of candidate they recommend or the fact that they themselves don't have a technical background.

The most effective recruiters have relevant experience in the fields they represent. They understand not just the requirements of the job but also the kind of people who can best fill it.

This type of recruiter can become a trusted partner in helping you find excellent prospects for your company over the long term. The recruiter will learn the particulars of your company from the type of people you tend to hire to your internal processes. As a knowledgeable partner, this recruiter can serve as your eyes and ears in the industry, help you fill opportunities as quickly as they become available and facilitate negotiations so you get the people you really want.

Working through a recruiter can also greatly simplify the hiring process, freeing you from managing many of the details involved in hiring technical personnel. For example, a good recruiter can speak the technical language of the candidate so you don't have to as well as explain your company's compensation strategy and philosophy to ensure a proper fit before the first interview.

By working with recruitment agencies, you can find the perfect candidate for a job without having to navigate many of the complexities inherent to the hiring process. Instead of having positions sit vacant for months as you sort through countless resumes, you can work directly with recruiters to filter out the noise and focus your attention on only the most promising candidates.

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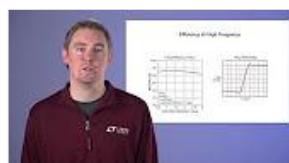


Daniel Goldberg is President at [Top Talent Search Experts, LLC](#). He helps companies find the best engineering and management professionals in the test and measurement, power electronics, aerospace and semiconductor industries. He was Director of IC Design at International Rectifier and responsible for the recruitment, management and retention of highly talented development engineers and other related staff members.

Daniel has 20+ years of experience in the electronics industry and holds two patents. You can reach him at dan@tt-se.com or 805-210-2997.

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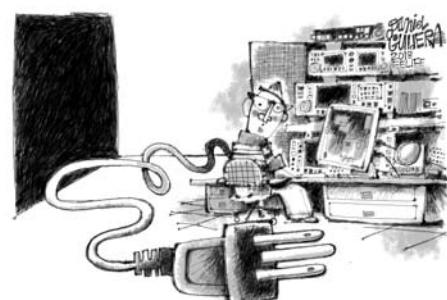
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