



RECRUITING IT RESOURCE IN A RECESSION

As an employer, if you think recruiting for good IT resource is easier in a recession then think again.

A good IT resource is ALWAYS a good IT resource no matter what the state of the market or economy.

If a candidate skill is in demand (and you only need two interested parties to cause this), then the competition for that resource is still the same as it ever was.

Helium has always advocated recruiting the right resource and if you have to wait you have to wait, however it is noticeably apparent since Christmas that employers are adopting an attitude of 'there's plenty of resource available so let's not hurry' and the decision making process has slowed accordingly.

This is a potentially risky practice to resort to and you run the risk of losing a good resource due to your own response speed.

There is nothing truer than the old adage 'The quick and the dead'. Those who have sound recruitment processes in place that flow quickly and where decisions are made promptly, win every time.

Recessions naturally see the talent pool grow and the quality of this pool will also grow accordingly. Keeping track of these resources and having sound recruitment processes in place are the two facets of a successful agency.

We at Helium have recognised this for some time and is a significant reason why we developed our 'Talent Bank™' options. This ensures good resource is always identified and earmarked to speed up the recruitment process for clients who add this offering to their recruitment armoury.

With a tight employment market it is quite clear that candidates are now taking the first offer they receive rather than waiting for the multiple offer scenario that was prevalent before Christmas. We have had numerous examples of this recently and we stress again the need for prompt decision making in the recruitment process.

So if you are working with a recruitment agency in locating IT resources, keep them informed of your progress, make quality recruitment decisions and make them quickly.

There is nothing worse than making a decision to hire and someone else has beaten you to the candidate because you were too slow in making your decision.

Any queries or comments are gratefully received and can be sent to mike@heliumnz.co.nz or lyndon@heliumnz.co.nz or visit our website www.heliumnz.co.nz for more information on Helium and what we have to offer.