

Hiring (From The Employer's Perspective)

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Know the players...

Recruiters source and sort candidates

Firms

- Temporary
- Contracts
- Senior placements

Internal

- Succession planning
- Talent pipeline

“Head Hunters”


- Finder’s fee





Recruitment by the numbers

Because numbers speak for themselves (sometimes)



+25%

Number of companies that reported hiring **shortages** as a barrier to growth.

2014 PWC Trendsetter Barometer

Skills Gap - Staffing

- Existing staff abilities vs organizational needs

Attraction & Retention

- 48% sourcing
- 33% retention

Skills Gap Impact

- 34% STEM professionals
- 26% Need for training for existing roles
- 24% Cost of training for future trends

Spherion EWS 2015



Thanks for all the depressing information.

How, exactly, does this benefit ME?

Find the Hot Spots

- Location is key!



[Randstad 360 Trends](#)

Top 3 Skills in Demand

- Novel & adaptive thinking
- Social intelligence
- Sensemaking

[Randstad Skills of the Future](#)

Top 3 Skills in Demand

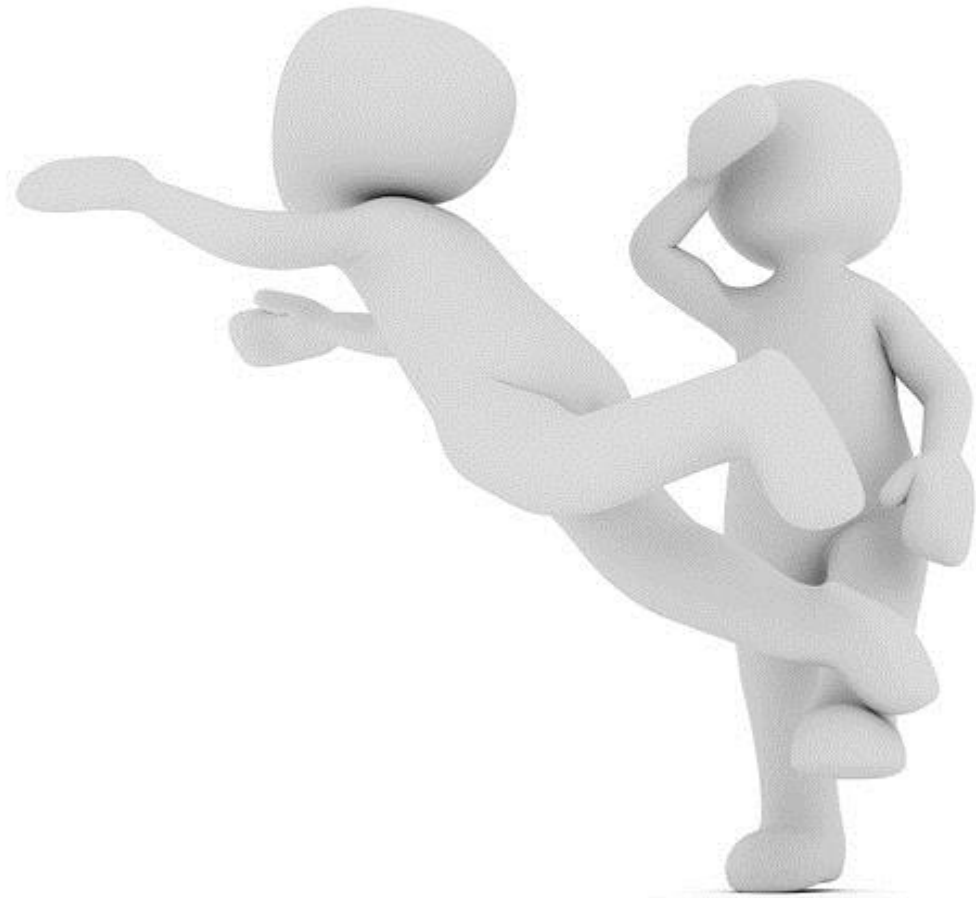
- Problem solving
- Strategic thinking
- Technology & data

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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

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.

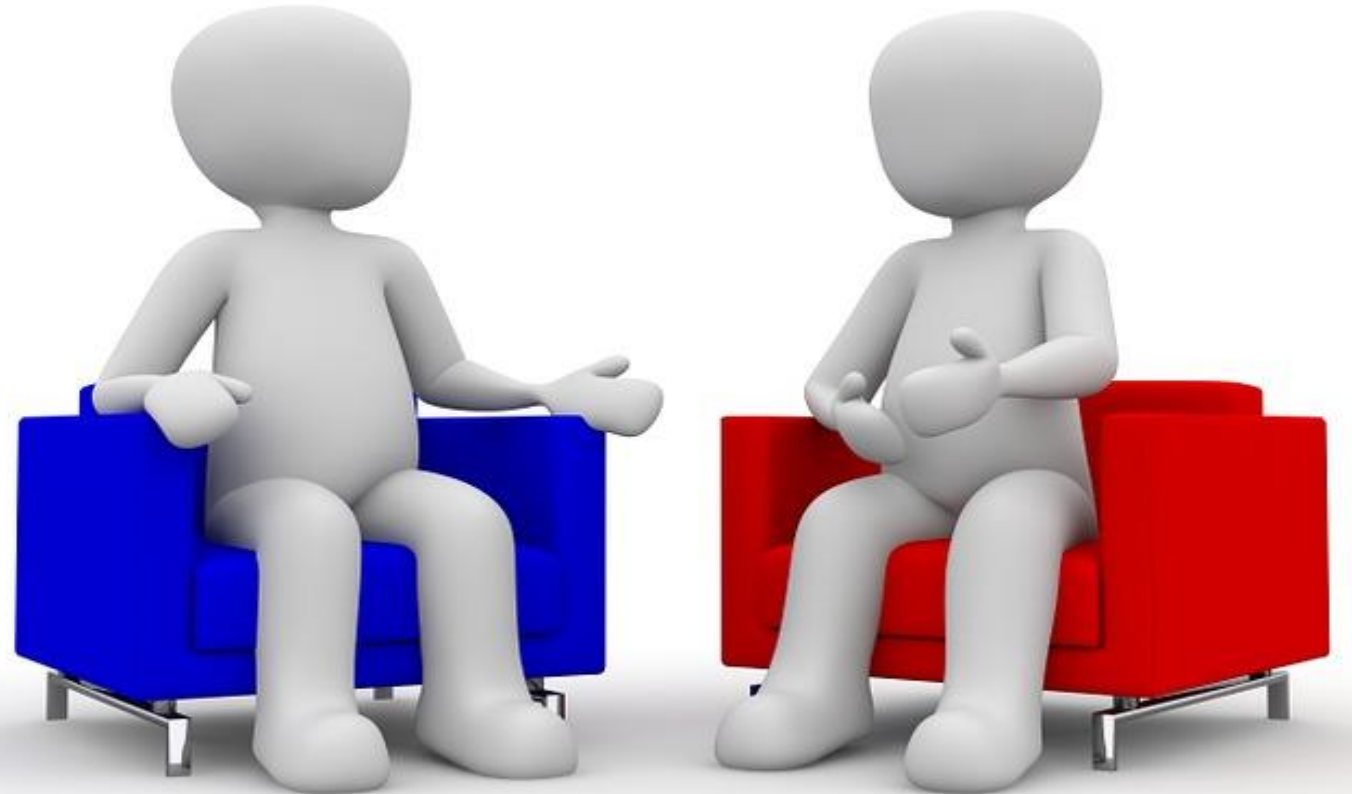





Hiring Manager isn't a job title

Recruitment or Sourcing Professional is.

Recruiters want to meet people who **WANT** to work for their organization. Reach out to them.





42

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.



Have Questions?

**CATHERINE
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Coaching Services

What's Your Career Story?

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