



Newsletter:
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Subject: Having trouble filling IT positions? It could be the job description.

SynergisticIT

When looking to fill IT positions are you finding that it is taking too long to find quality candidates? Do you wonder why more candidates are not responding to the position especially with the unemployment rate being so high? Sounds simple but it could be the job description.

With the unemployment rate hovering around 8.3%, there is a tendency for hiring managers to ask for everything in a job requirement. The truth is unemployment in IT is less than 4% (as per the US Bureau of Labor Statistics, January 2012) and individuals with skills that are in-demand are having no problem finding work. Job descriptions and compensation requirements that do not take into account the realities of the current job market will result in either a low number of candidates or low quality candidates.

Being on the frontlines of IT recruiting, we have the experience and information to create specifications for positions that are in alignment with the skills, experience, and compensation of the available talent pool.

Creating effective job descriptions means:

- Less time is wasted screening and interviewing
- Positions can be filled more quickly
- Efficiencies of full project staffing are realized sooner

Before posting your next job requirement, feel free to send it to us for a no obligation, independent review. We will get back to you with an assessment in 48 hours.

About SynergisticIT

SynergisticIT is a premier provider of IT difference makers; the experts who manage, architect, analyze, and lead financial application and IT infrastructure projects. Since 1992, we've been helping world-class financial services organizations and government agencies control IT costs, reduce risk, improve flexibility and successfully complete their most challenging projects.

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