



Newsletter:
July 2012 – Volume 2012/07

Subject: Should hard skills trump all other criteria when screening IT resources?

SynergisticIT

When screening Information Technology professionals most hiring managers develop a check list of hard skills to be used as hiring criteria that candidates must meet in order to be considered for a position. This is understandable as we live in a world of acronyms and there is a legitimate need to quantify candidate experience with each hard skill needed for the job – i.e., 4 years of Java J2EE development, 3 years of Oracle Database experience, 3 years of derivative trading experience, 5 years as a business analyst and the list goes on and on.

As hiring managers, we can get too dependent on the checklist because it is the easiest area to measure - the candidate either has it or does not. But could you be overlooking a potentially great resource because you held so closely to the hard skills list? It does happen. It is easy to focus too much on technical skills and think of candidates like specifications for hardware or software. However, we all know it is much more complicated than that because after all we are dealing with people.

We are not suggesting that you discard the hard skills checklist but with unemployment in IT under 4% and finding top talent getting increasingly more difficult, it may be wise to deviate from the list and weigh other aspects of a candidate such as aptitude, attitude and communications skills more heavily. This is especially important when hiring full time employees where aptitude and overall potential should be given appropriate consideration.

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.

Carlos Pinzon
Principal
SynergisticIT
cpinzon@synergistic-it.com

Antonio Proto
Principal
SynergisticIT
aproto@synergistic-it.com

SynergisticIT

33 Wood Avenue South - Suite 240, Iselin, NJ 08830 •
Phone 732.379.4140 • Fax: 732-379-4143

www.synergistic-it.com

If you want to opt out from e-mail communication from SynergisticIT, please send an e-mail to: info@synergistic-it.com with the following in the subject line: REMOVE email address.