

Why Finding Good People Is Tough



You've just lost your controller or a key contributor and no one on your staff is ready to take on the responsibility. You place ads in the newspaper and on the web. Resumes flow in. You screen them and interview candidates. Finally...you come up empty. Why?

Among those searching for work, many people have become creative at tailoring their resume to fit the job requirement. While not fabricating their resume, many job seekers today highlight the parts they think will most attract employer interest. This tends to mask sometimes critically important, sometimes negative, information. It's why many employers come up empty after interviewing promising candidates.

During the past year, as the country's economy continues to improve, the pool of available accounting and financial talent has shrunk. The reason: many potentially attractive candidates are simply not looking for new positions.

Experience tells us that only 15% of accounting/financial business professionals are actively seeking a new position. The remaining 85% are not actively looking and are considered hidden candidates. These statistics are true for many industries. Your ability to access hidden candidates will help your business grow.

Hiring continues to be time consuming and expensive

Hiring staff involves a lot more than just collecting resumes and interviewing

candidates. Effective hiring starts by assessing the organization's needs. When someone leaves is an especially good time to re-assess the position. It may make sense to re-define existing positions and even combine responsibilities formerly shared by several people.

Then you need to devote time and effort to develop a position description, search for candidates, interview them, check

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references, develop an offer, negotiate the offer and bring the new hire on board. Also consider the impact on productivity when other employees are asked to pick up the slack. This may work for the short term, but

can exact a big toll over time. Taken together, these steps constitute the true cost of hiring.

To make a hire and perhaps then discover you may have brought on the wrong person (which happens more frequently than many organizations care to admit) only adds to the cost of hiring. Or, hiring someone who quits a short time later because they feel the fit is wrong is also very costly.

please see back



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Finding Good People is Tough *from front*

Good recruitment firms save time and effort

With time becoming ever scarcer, more organizations are turning to recruitment firms. *But not all recruiting firms are equal.* It's best to work with a firm that will partner with you. Such a firm will meet with you and your hiring manager to understand the corporate culture and personality of the hiring manager. It will seek to gain a clear understanding of the job requirements to develop the "three critical success factors in hiring" and write or rewrite a job description.

These firms maintain a database of active candidates, and, more importantly, hidden candidates, people who are not actively looking for a new position. This is a quality vs. quantity process. Candidates are thoroughly screened and those who meet your criteria are presented. While you may see only three candidates, all three can do the job. The recruiting firm will also work closely with you until, and even after, your candidate is on board.

While a recruitment firm streamlines the hiring process and reduces the likelihood of a poor hiring decision, it allows you to do what you do best – run the business.

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