One major problem with the potential candidate characteristics is the limited sensitization across the platforms used by the company like social media. Moreover, the generalization of terms such as industry experts as opposed to specific skills such as programming does not effectively describe the characteristics of the candidate. Another problem is the screening process through the programs which might not reveal practical skills and abilities. More viable characteristics and criteria such as Mathematics, programming, and statistics for hiring these individuals can be obtained from assessing the objectives of an organization and its internal environment to reveal the tasks included in a job. The outcome of the analysis should be compared to the skills, competence, and knowledge of individuals seeking the position (Ref-f217513). This will lead to the recruitment, selection, and hiring of productive individuals who fit the job description.