



6 factors that impact your ability to hire top IT talent

#1 | supply and demand

the gap is severe for specific skill sets (here are just 3 examples)

Security Analyst

June 2015 to May 2016

Supply ?

250

Active Candidates

[View Details](#)

Demand ?

3,248

Job Postings

Java Developer

June 2014 to May 2016

Supply ?

1,607

Active Candidates

[View Details](#)

Demand ?

14,790

Job Postings

IT Project Manager

June 2015 to May 2016

Supply ?

1,248

Active Candidates

[View Details](#)

Demand ?

6,516

Job Postings

#2 | companies competing for the same IT talent

lots of competition



Mercedes-Benz

sage



KAISER
PERMANENTE®

Anthem®



PORSCHE

#3 | internal hiring processes

companies must act fast or top talent is gone

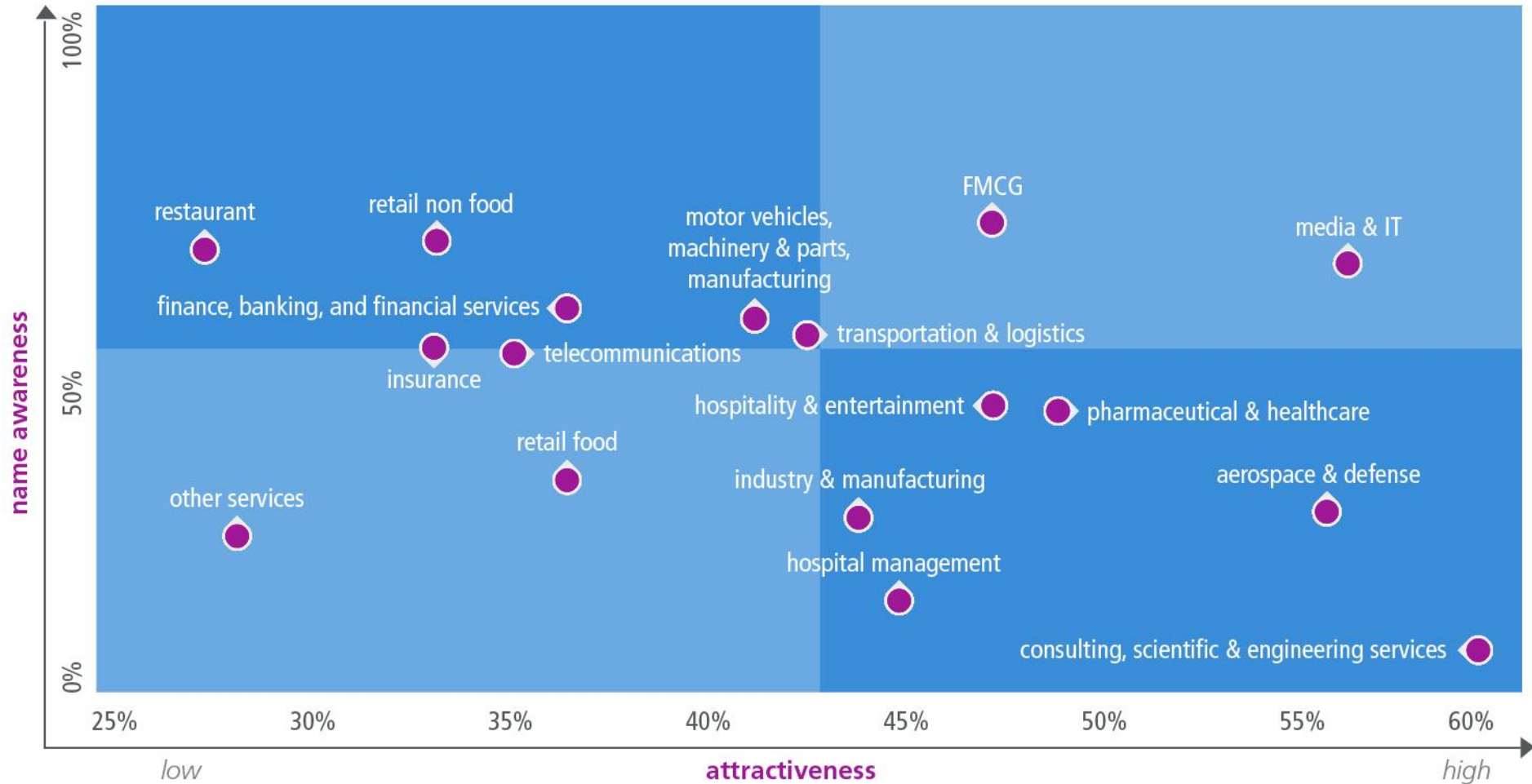
The top 10%
of candidates
*are often gone from
the marketplace*
within 10 days

**Yet,
the average
hiring cycle is 45 days**



#4 | the industry your company is in matters

employees find certain sectors more attractive than others



#5 | competitive salaries

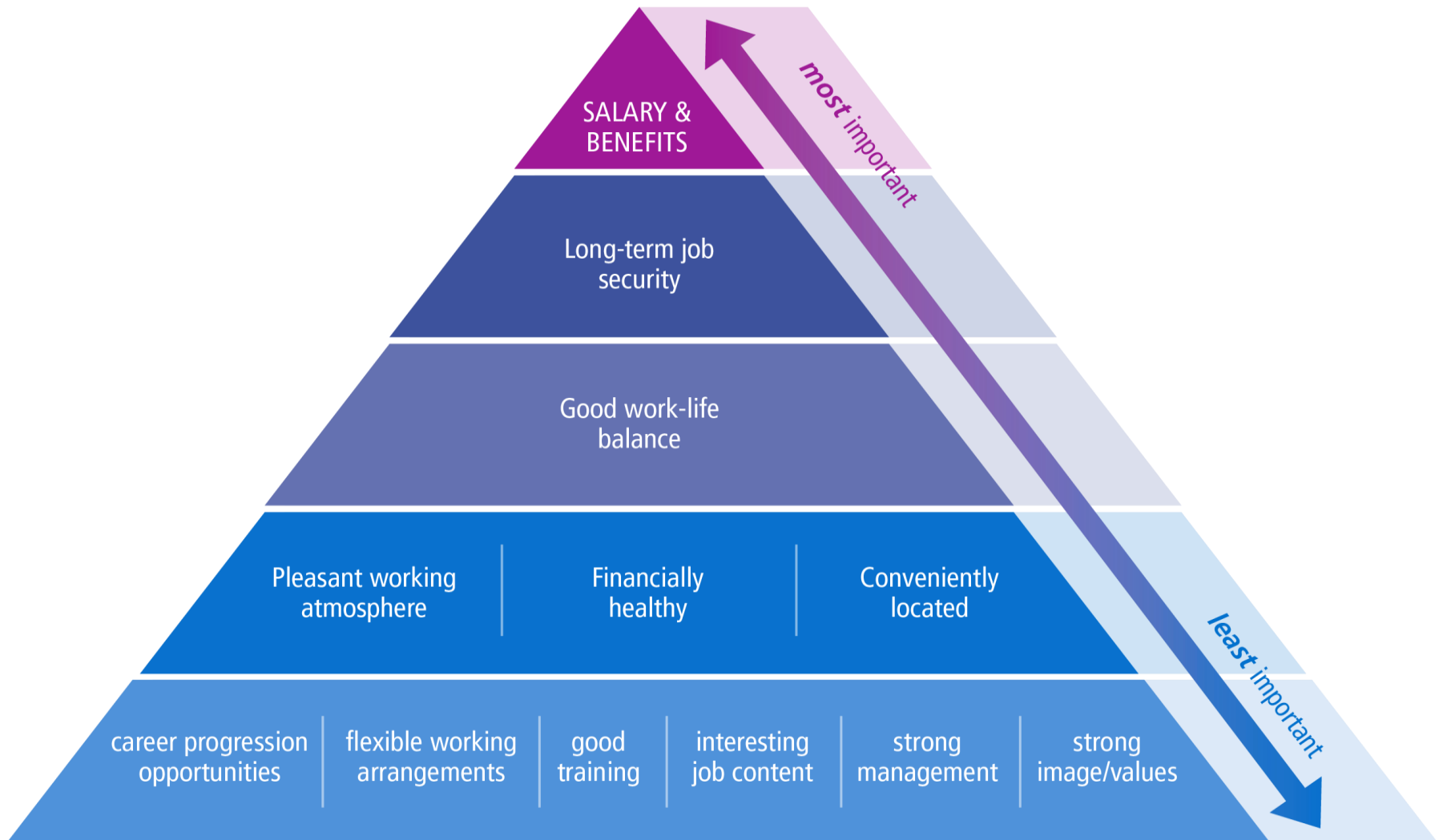
to get "A" players, you have to pay "A" player rates

You get
what you
pay for.

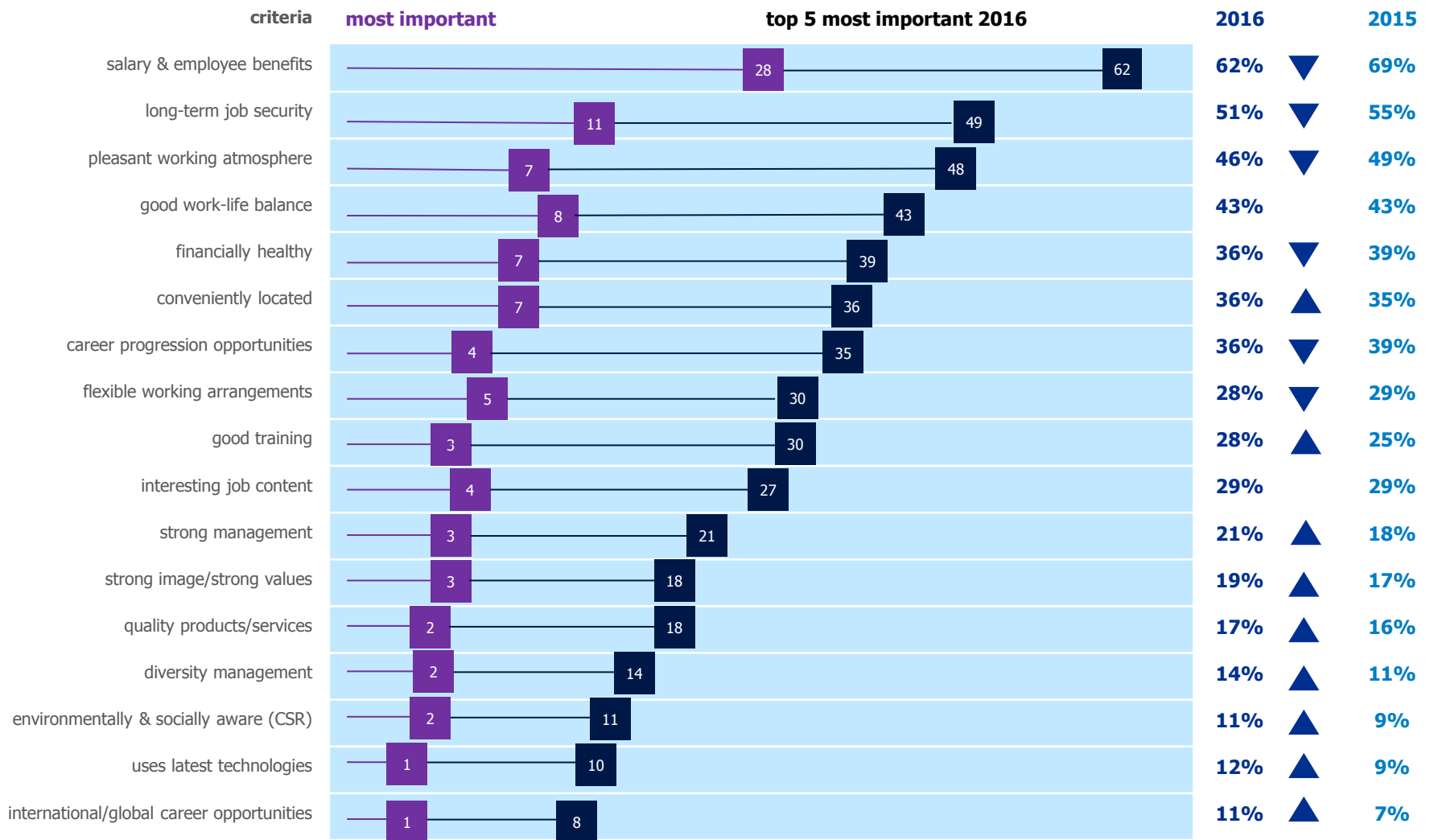


#6 | top employee criteria

does your company offer what employees are looking for?



The complete list and what's changed



Ready to talk? Let's discuss your IT staffing needs.



dedicated service team



local presence, global focus



sales service group



quality assurance