

QUESTIONS TO ASK BEFORE MAKING A DECISION TO BEGIN RECRUITING

- Why are we hiring?
- What are the key skills & experience that the organization (or the specific department) needs in a new team member?
- Can someone else on the current team do what needs to be done without impacting morale or overworking the team?
- Does this require a new full-time person or would a contractor be sufficient?
- How much extra productivity/revenue would this person have to bring to the team/company to make a new hire or contractor worthwhile?
- What is our company / department culture?
- What personality type would definitely not work well given our culture?
- What personality type would be the best fit for our current and future needs?
- If we are going to hire someone which of the following is truest about our situation:

IDEAL CANDIDATE DEFINITION

Criteria

Years of Experience

Junior (1-3 Years)	Intermediate (3-5 Years)	Senior (5+ Years)
-----------------------	-----------------------------	----------------------

Meets ALL technical requirements;
Does NOT require on-the-job training;
Can LEAD a team

Meets ALL technical requirements;
Does NOT require on-the-job training;
solid team member;

Meets MOST technical requirements;
Requires some training, in the form of SELF-LEARNING
potential to become a leader

Meets MOST technical requirements;
Some company training provided;

Meets MOST technical requirements;
will be a solid team member;

Meets SOME technical requirements; right culture fit; trainable

If you have questions about this or would like to discuss hiring strategies, please email us at:
info@pealfishers.it