



The Ultimate Guide to **Finding the Best Tech Talent**



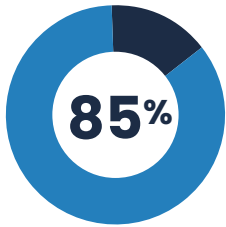
Hello and welcome!

You've likely downloaded this guide because you need a resource to revolutionize your approach to finding and hiring expert tech talent — especially if your prior experiences with staffing agencies might have been less than ideal.

We want to change that narrative.

In the ever-changing IT industry, staying ahead demands not only cutting-edge technology, but also the right people to wield it. Navigating the hiring challenges in this competitive landscape can be daunting, especially when previous experiences have led to frustration, disappointment, and precious time wasted.

These statistics highlight the critical need for a reliable and effective approach to contract IT talent acquisition:



85% of IT hiring managers believe that finding skilled tech talent is a significant challenge.¹



The average time-to-fill for tech positions is 56 days, which hampers project timelines and growth opportunities.²



IT jobs are projected to grow twice as fast as the overall national employment rate.³

At Artemis, we understand your concerns and have made it our mission to transform these common challenges into opportunities for your company's success. This guide is not just a collection of advice garnered from our experience with thousands of partnerships — it's a roadmap to transforming your talent acquisition efforts. We have carefully curated the content to address the specific needs of hiring managers, like you, who understand the value of contract tech talent but have encountered challenges in harnessing it effectively.

Our staffing team believes that this guide will empower you to make informed decisions and establish meaningful, lasting recruiting partnerships that drive your company's success in the dynamic world of tech talent acquisition.

Let's dive in!

– *From the Artemis team*



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Navigating the Tech Talent Landscape

The Evolving Tech Industry

The tech industry is a dynamic and rapidly evolving landscape that drives innovation and transformation across all sectors. As companies strive to remain competitive, they rely on technology to:



**Streamline
Operations**



**Enhance Customer
Experiences**



**Drive
Growth**

However, this increasing reliance on technology has led to a **surge in demand for skilled tech professionals**, creating fierce competition for top tech talent.

Challenges in Tech Talent Acquisition

As a hiring manager in the IT sector, you face unique challenges when seeking the right IT consultants.

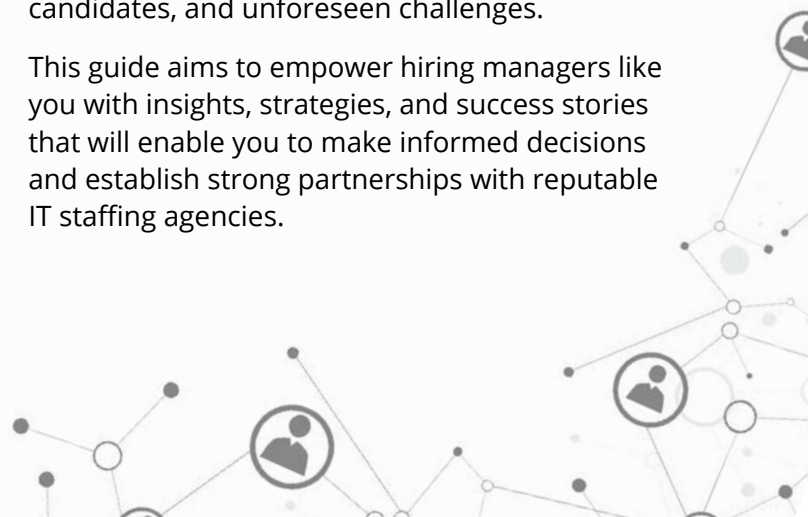
The surging demand of skilled professionals, coupled with a low unemployment rate of just 1.5%⁴ in the tech sector, makes it difficult to find and retain the right people for your projects. Moreover, the hiring process itself can be time-consuming and resource-intensive, diverting attention from core business activities.

The Role of Staffing Agencies

In this landscape, reputable staffing agencies play a pivotal role in connecting companies with seasoned tech professionals. These agencies act as intermediaries, leveraging their expertise, networks, and resources to match the right talent with the right opportunities.

Yet, many hiring managers have experienced frustration when working with staffing agencies due to poor communication, mismatched candidates, and unforeseen challenges.

This guide aims to empower hiring managers like you with insights, strategies, and success stories that will enable you to make informed decisions and establish strong partnerships with reputable IT staffing agencies.



Do These Bad Experiences Sound Familiar?

Navigating the landscape of tech talent acquisition isn't always smooth sailing, especially when it involves partnering with IT Recruiting agencies. Some of the unfortunate challenges many hiring managers have faced include:



Mismatched Skill Sets and Cultural Fit

This misalignment can lead to underperformance, project delays, and increased turnover rates.



Lack of Communication and Feedback

Not knowing where candidates stand in the evaluation process or receiving limited feedback on rejected candidates can hinder decision-making and slow down the recruitment cycle.



Inconsistent Candidate Quality

Some hiring managers have encountered agencies that consistently present candidates of varying quality, causing skepticism about the agency's screening process.



Fluctuating Market Dynamics

Market demands and skill requirements are in constant flux. Staffing agencies that fail to stay current with these changes might recommend candidates with outdated skill sets, impacting project success.



Time and Cost Overruns

Hiring delays and related unexpected costs are recurring nightmares for hiring managers.



Identifying a Trustworthy Staffing Agency

To transform your tech talent hiring experience, it's essential to partner with a staffing agency that demonstrates trustworthiness, reliability, and industry expertise. Here's what to look for in a reputable agency.

Proven Track Record

Success Stories and Case Studies

When considering a staffing agency, inquire about their past successes. Ask for case studies (like [this one](#)) and success stories that showcase how they've helped companies overcome talent acquisition challenges. For instance, statistics like “98% employee retention rate over the duration of the project” and “Filled roles with high-quality candidates in 48 hours” can illustrate their impact.

Data-Driven Insights

A trustworthy agency doesn't just rely on anecdotal evidence; they utilize data and analytics to refine their strategies. Agencies that offer data-driven insights, such as time-to-fill metrics, candidate retention rates, and client satisfaction scores, demonstrate their commitment to transparency and continuous improvement.

Tech Domain Knowledge

The tech industry is a diverse, complex, and ever-evolving ecosystem. For recruiting success, look for a staffing partner that focuses solely on the IT industry.

This ensures that their recruiters are well-versed in the nuances of different tech domains, from software development and data analytics to cybersecurity and cloud computing.

An agency specializing in IT recruitment demonstrates a deep understanding of the skills, certifications, and experience required for various tech roles. Their recruiters should be seasoned industry professionals who possess an intimate understanding of the intricacies within various technology sectors.

Ask about their expertise in specific technologies, coding languages, and software stacks — and make sure their experience and track record aligns with your needs.





Robust Screening and Selection Process

Technical Evaluation

A dependable agency should thoroughly evaluate candidates' technical abilities to ensure they meet the project requirements. Inquire about the agency's technical assessment and validation procedures, whether they include reference checks, coding tests, technical interviews, or simulation exercises.

Soft Skills Assessment

Technical prowess is crucial, but soft skills are equally important for a candidate's success.

A reputable agency conducts assessments to gauge candidates' communication, teamwork, and problem-solving skills, ensuring they align with your company's culture and values.

Cultural Fit Analysis

Culture fit significantly influences a candidate's success within an organization — regardless the length of the project.

Ask about the agency's approach to ensuring cultural fit, such as evaluating candidates' values, work style, and adaptability to your company's environment.





Transparent Communication

Clear Expectations

At the outset of the partnership, your IT staffing agency should establish **how often** you can expect updates. This could include weekly check-ins, bi-weekly progress reports, or immediate updates for critical developments.

Regular Updates and Frequent Touchpoints

Clear and consistent communication is the cornerstone of a successful staffing partnership. A trustworthy agency should provide regular updates like **candidate progress, feedback from interviews, and any challenges** encountered.

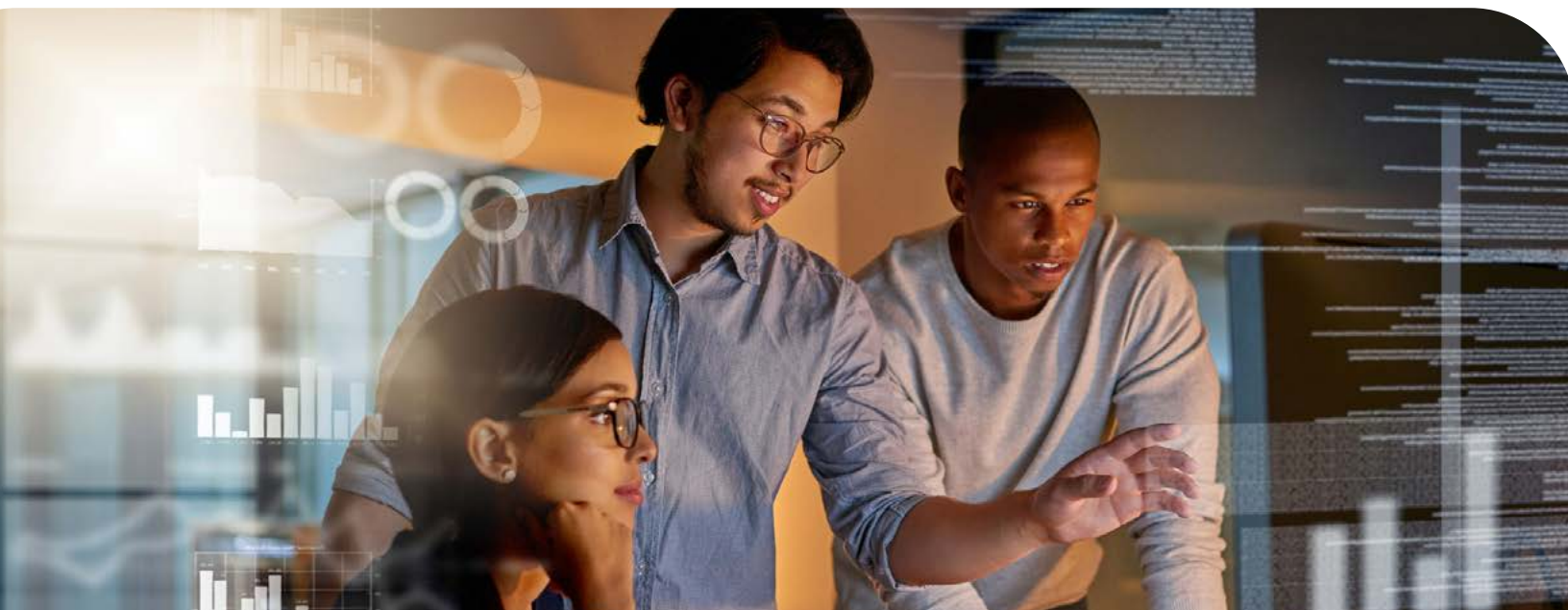
Even if there are no immediate updates, quick check-ins can ensure that everything is progressing smoothly and to address any new questions or concerns. This transparency fosters trust and allows for timely adjustments as necessary.

Feedback Mechanisms

Agencies that prioritize continuous improvement actively seek feedback from their clients. A commitment to feedback showcases their dedication to delivering your company with exceptional results. Inquire about their feedback **collection process** and how they incorporate client suggestions to enhance their services.

Introduction to Points of Contact

Your agency should introduce you to **key individuals** who will handle different aspects of the process. This could include your primary recruiter, account manager, business development manager, etc.



Proactive Industry Insights

Your staffing partner should provide insights into industry trends that could impact your organization's tech talent strategy. This could be through **newsletters, webinars, personalized reports, or even quarterly coffee chats** with your recruiter.

Availability

A good staffing partner is easy to reach and responds promptly to emails, calls, and messages. They should offer **multiple means of communication** to suit your preferences.

Market Intelligence

Keeping Up with Industry Trends

The tech industry is known for its rapid changes, and a reliable staffing agency stays ahead of the curve. Ask about their methods for staying informed about **emerging technologies, industry trends, and evolving job roles**. Agencies that demonstrate a commitment to staying current provide a competitive advantage because they help your company adapt to — and advance in — the ever-changing environment.

Salary Benchmarks and Market Rates

Compensation plays a pivotal role in attracting and retaining top talent. A reputable agency should provide insights into current salary benchmarks and market rates for various tech roles. This information ensures you offer competitive compensation packages to secure the best candidates.



Building a Successful Staffing Foundation

Once you've identified a reputable staffing agency, it's time to lay the foundation for a successful partnership. Here's how to collaborate effectively for seamless tech talent acquisition.

Defining Clear Expectations

Job Descriptions and Role Expectations

Provide comprehensive job and project descriptions outlining the technical skills, experience, and responsibilities required for the role.

Collaborate with the agency to ensure a thorough understanding of your needs and expectations. Clarity at the outset minimizes misunderstandings and ensures targeted candidate recommendations.

Project Timelines and Deliverables

Clearly communicate project timelines, milestones, and expected deliverables to the agency.

A shared understanding of [project scope](#) enables the agency to align their search efforts and candidate recommendations with your project's requirements.

Collaborative Approach

Engaging in Frequent Check-ins

Regular communication is vital to maintaining alignment and progress. An agency that wants to keep in touch and schedule frequent check-ins is a trusted partner. Expect to discuss candidate updates, address any challenges, and adjust strategies as needed. These interactions ensure that both parties remain on the same page throughout the entire recruitment process.

Coordinating Onboarding Processes

Effective onboarding is essential for integrating new contract tech talent seamlessly into your team. Collaborate with the agency to develop an onboarding plan that encompasses **training, team integration, and project orientation**.

A well-coordinated onboarding process sets candidates up for success from day one.



Building a Long-Term Relationship

Leveraging Insights for Future Hirings

A successful partnership extends beyond a single hire. The best agencies accumulate valuable insights about your company's preferences, culture, and requirements over time. Leverage this knowledge to streamline future recruitment efforts and make even more precise talent matches.

Adaptation to Changing Needs

The tech landscape is dynamic, and project requirements may evolve over time. A reliable agency adapts to these changes, swiftly adjusting their candidate search strategies to meet new demands. A partner that demonstrates agility ensures a continuous pipeline of top talent.



The Benefits of a Trustworthy Staffing Agency

By forging a partnership with a reputable staffing agency, you can tap into a range of benefits that will positively impact your tech talent acquisition efforts.

Time and Cost Efficiency

Reducing Time-to-Hire

Reputable agencies excel at quickly identifying and presenting qualified candidates, reducing the time it takes to fill critical tech positions. A streamlined [recruitment process](#) **minimizes project delays** and allows you to capitalize on market opportunities.

Mitigating Hiring Risks

The cost of a bad hire extends beyond financial implications. A mismatched candidate can impact team dynamics, project quality, and overall morale. A trustworthy agency's robust screening process mitigates hiring risks by ensuring candidates possess the necessary skills and cultural fit.

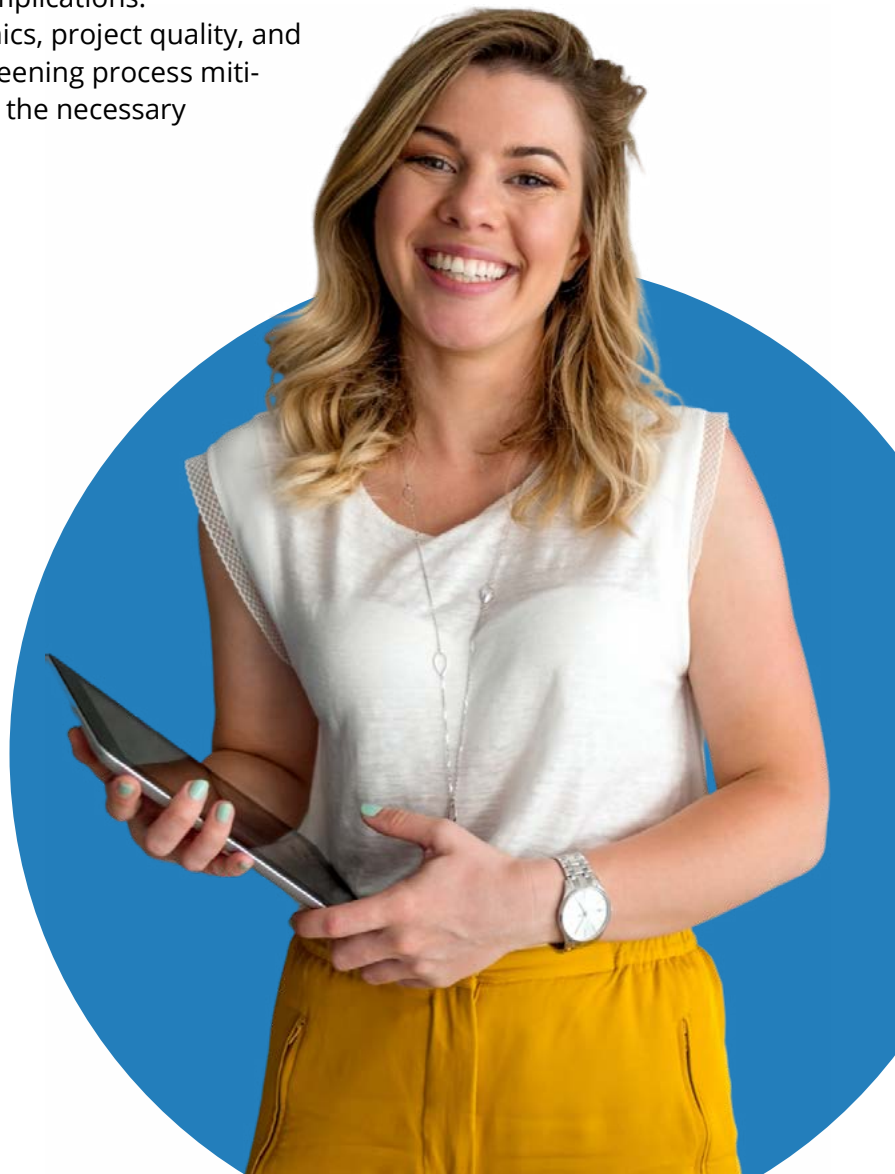
Access to Top Talent

Tapping into a Vast Network

Reputable agencies should have extensive networks from the relationships built with clients and consultants over their years of experience. This expansive reach allows you to access a broader pool of qualified candidates, increasing the likelihood of finding the perfect fit for your project.

Gaining Exposure to Hidden Candidates

The best candidates aren't always actively seeking new opportunities, or easily found on job boards. Reputable agencies have strategies for engaging with these candidates, enticing them with exciting career prospects and encouraging them to consider your organization's project.



Flexibility and Scalability

Adapting to Fluctuating Project Demands

Tech projects often experience fluctuations in workload and resource requirements. A reputable agency can swiftly adjust the number of candidates they present based on your project's changing demands, ensuring you have the right talent at the right time.

Scaling Teams as Needed

When faced with a sudden surge in project scope, you need a partner who can rapidly scale your team. A reputable agency has the resources and connections to provide you with additional skilled professionals, preventing resource shortages.




Real-Life Success Stories

How Artemis Helped a National Fast Food Chain Place Six Oracle IT Consultants in Two Days

An international quick-serve restaurant provider needed partners to help them upgrade their tech capabilities across multiple departments using various Oracle applications, including planning/forecasting, ERP, and HCM. The client required additional Cloud Project Management support for their implementation that could begin immediately and scale rapidly.


After partnering with Artemis, our recruiters were able to provide:



High-quality candidates with the required expertise within 1-2 days



98% employee retention rate over the duration of the project



Speed and quality beyond client expectations



Full lifecycle engagement

» **View the entire case study [here](#).**

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My colleagues and I truly appreciate you!

You really look out for our best interests and try to make our searches as painless and efficient as possible by understanding our needs and effectively vetting the candidates. The fact that you present only quality candidates with the right skillset saves us so much time. That is a unique trait, and something that makes you stand out among other contract resource vendors. Each time I do a contract search I continue to narrow the firms that I work with, weeding out those that tend to throw people at me that aren't what their résumé claims they are. You are definitely at the top of my list for resource providers! I also appreciate that you continue to check on how things are going even after the person has started.

— Manager, Corporate IT - Fortune 500 Company

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Many staff support leaders do not follow up with details — Artemis invests in communication.

While many also disconnect, the Artemis team keeps in touch to what is happening in my world and the industry. Artemis, in any capacity, is an asset. They work to build and maintain relationships which means I look forward to many more years of collaboration.

— ERP Director, Manufacturing/Chemical Company

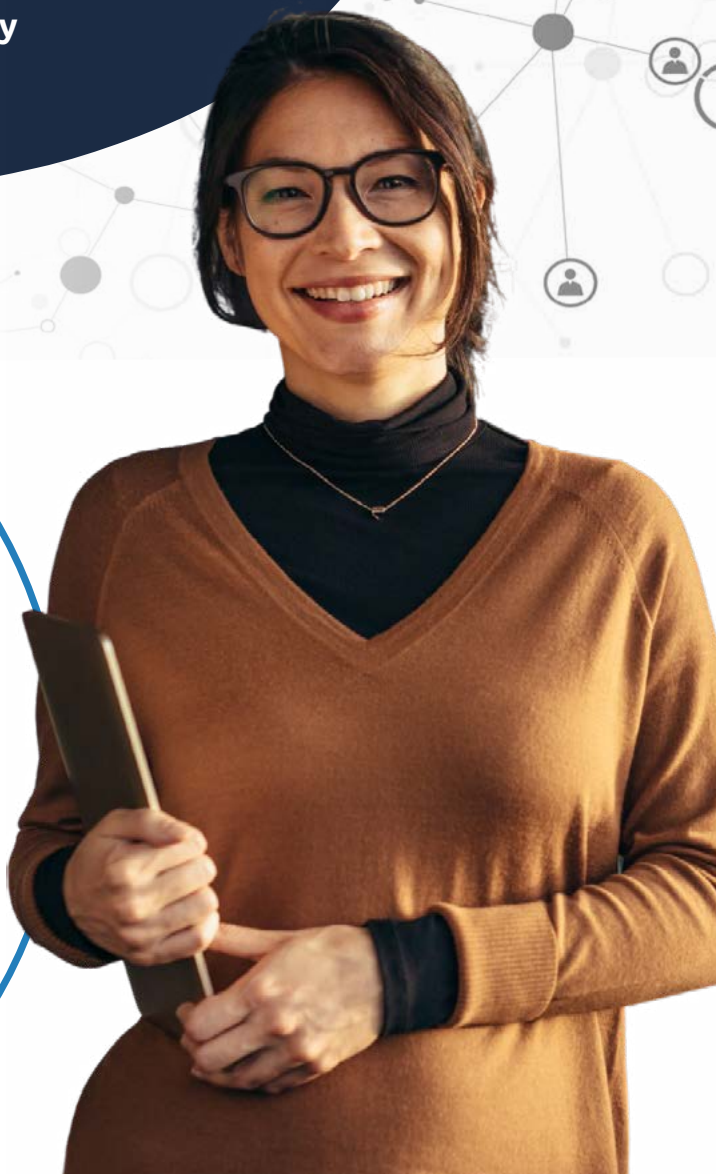


I have five traits I look for in a recruiter:

- 1 Personable
- 2 Professional
- 3 Honest
- 4 Understanding of client needs
- 5 Knowledgeable about the IT market

It is evident that the Artemis recruiting team is very connected to the ERP account base and knows what is in the pipeline for potential work for consulting or perm placements. Artemis checks off all the traits on my list!

— Platinum Consultant



Maximizing Success: Key Strategies for Effective Partnership



Invest in the Relationship

Building a strong partnership requires effort from both sides. Engage in open and honest communication, share feedback, and address any challenges proactively.

This collaborative approach fosters trust and creates an environment where both parties are invested in each other's success.



Leverage Market Insights

A reputable staffing agency possesses insights into market trends, salary benchmarks, and emerging technologies.

Tap into this knowledge to refine your hiring strategies, optimize compensation packages, and stay ahead in the competitive tech landscape.



Stay Agile and Adaptable

The tech industry's rapid evolution demands adaptability. Be prepared to pivot your strategies in response to changing market demands.

A reputable agency's ability to adapt ensures you can quickly respond to new opportunities and challenges.

Conclusion: A Path to Seamless Tech Talent Acquisition

We hope this guide gives you confidence in your company's journey to acquire top tech talent — and the confidence to trust staffing agencies again.

Reputable staffing agencies can be incredibly valuable partners, transforming your hiring process from a challenge into an opportunity. By carefully selecting agencies with proven track records, specialized expertise, robust screening processes, and transparent communication, your company can build successful collaborations that yield exceptional results.

As you navigate the complexities of contract tech talent acquisition, remember that a well-chosen agency can be the catalyst for unlocking the full potential of your organization's growth and innovation.



About Artemis

Experts in tech talent, Artemis has 30+ years of recruiting experience. We've built long-term business relationships and cultivated a network of 25,000+ highly specialized contract IT consultants.

Fortune 500 companies and start-ups across various industries such as Manufacturing, Retail, Finance, Insurance, and Consumer Product Goods trust Artemis because they receive highly specialized professionals that truly understand their IT project needs.

Artemis specializes in: Enterprise Applications, Project/Program Management, Application Development, Cloud/Digital Strategy, Networking /Infrastructure, and Business Intelligence & Analytics.

To learn more about our award-winning staffing agency, visit workwithartemis.com.

¹ Indeed: [Is the War for Tech Talent Hurting Innovation?](#)

² Workable: [Useful Benchmarks For Tech Roles](#)

³ Forbes: [How To Find Top IT Professionals: Hiring Trends In 2023](#)

⁴ CompTIA: [Tech Jobs Report](#)