

Effective Candidate Screening Techniques:

A Comprehensive Checklist for Hiring Managers

At Artemis, we understand the hurdles you've encountered while seeking contract tech workers. Our successful track record speaks to our ability to recruit, screen, and hire top-tier candidates. This checklist is a guide to empower you with effective screening techniques.

We've also included tips on choosing the right staffing agency, should you decide to partner with one again.



- Balance Skills and Soft Skills:** Combine technical and soft skills assessments for a holistic view of candidates. LinkedIn reports that 77% of hiring managers consider soft skills as crucial as hard skills.
- Refine Your Process:** Go beyond basic skills assessments. Utilize coding challenges, whiteboard sessions, and portfolio reviews for a comprehensive evaluation.
- Assess Culture Fit:** Cultural compatibility matters. Implement behavioral assessments to gauge alignment with your company culture.
- Behavioral Interviewing:** Design questions that delve into problem-solving, conflict resolution, and teamwork scenarios to reveal a candidate's approach and mindset.
- Technical Assessments:** If required, utilize online platforms for tailored challenges that evaluate problem-solving skills and specific proficiency.
- Portfolio Evaluation:** Dive into candidates' project history, examining the complexity, creativity, and relevance of their work.
- Reference Checks:** Engage with previous employers to validate the candidate's achievements and behavior.

Choosing the Right Staffing Agency: A Tactical Approach

- Proven Track Record:** Look for agencies with a history of placing skilled tech professionals. Seek case studies, testimonials, and industry recognition.
- Specialization in Tech:** Choose an agency that specializes in tech roles to ensure they understand the industry's unique demands.
- Transparent Communication:** Opt for agencies that maintain clear communication, understanding your requirements and providing regular updates.
- Customized Solutions:** Select partners that tailor their approach to your specific needs, whether rapid deployment, project-based roles, or long-term contracts.

Why Artemis Stands Out

- Tech Expertise:** Benefit from a team of tech-savvy recruiters who understand the nuances of the industry.
- Rigorous Screening:** Rely on a comprehensive screening process evaluating technical skills, soft skills, and cultural fit.
- Diverse Talent Pool:** Access a network of diverse skilled professionals for unique perspectives.
- Personalized Approach:** Collaborate to create tailored solutions that align with your organizational objectives.
- Success Stories:** Consider Artemis with a proven record of successful placements for enhanced project outcomes and increased productivity.

