

IT Talent Acquisition; the candidate's view



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Our survey shows a disconnect between in-house recruiters and tech job-seekers. Plus, permanent and contract IT staff respond to different approaches. In IT recruitment, one size does not fit all.

In our 2nd annual survey of IT candidates, Curo Talent® decided to look at how the views of in-house recruiters compared to the outlook of IT candidates. Naturally, there was a difference of opinion on many issues.

We asked both groups how they find jobs or candidates. Are in-house recruiters fishing in the pool where candidates swim?

While both agree that recruitment agencies are the most effective channel for job hunting or talent acquisition (see Table I), they disagree on job boards and direct applications from company websites.

In-house recruiters pay little attention to job boards, yet they are one of the major tools used by IT candidates. In addition, recruiters spend much of their resources posting jobs on their company website, but it's not a source favoured by IT staff.

Table I - "How do you find IT jobs/candidates?"

	Source of IT jobs/candidates	
	Recruitment Agencies	Job Boards
Recruiter's view	23%	13%
Candidate's view	29%	29%

Source: Curo Talent, 2017.

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