

IT Talent Acquisition; the recruiter's view



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Our 3rd survey of the IT recruitment landscape in the UK suggests a shift away from traditional channels - hiring organisations may be trying alternatives in search of improved ROI*.

Our survey of in-house recruiters and hiring managers shows both recruitment agencies and company websites are less effective compared to our previous research in 2017 (although agencies still rank No. 1 for both permanent and contract IT jobs).

It seems there is also a shift in social media. LinkedIn, previously the dominant force, has lost ground to channels that barely registered in previous reports.

There are a lot of changes regarding which channel to use, but one area where there is little change is the in-house recruiters 'wish list'. We asked "What would make it easier to find IT staff" and for the third year running the leading answer was intelligent profiling.

This is a recurring theme. Suppliers that can provide recruiters with better profiling of candidate data will do well - as long as the profiling is GDPR** compliant. Profiling not only includes analysis of a candidate's skills but also an understanding of how they fit the company culture and team dynamic.

Table 1 - "What would make it easier to find IT staff?"

Talent Acquisition Wish List
Intelligent profiling of candidates
Better graduate/apprenticeship schemes
Finding passive candidates

Source: Curo Talent, 2019

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* ROI = Return on Investment
** GDPR = General Data Protection Regulation

