

IT Talent Acquisition; the candidate's view



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Our survey shows that contractors and permanent staff behave differently. Plus, choosing job boards and the use of social media are complex issues. Attracting IT candidates is becoming fragmented.

What is clear from our UK research is there is still a difference of opinion between hiring organisations and IT candidates on the most effective methods for sourcing candidates. This was first revealed in our 2017 report, and Table I shows they once again disagree on job boards, company websites and recruitment agencies.

Part of the issue with job boards is that hiring organisations rely on generalist job sites. It appears this is not where IT candidates go searching for work.

On the issue of digital recruitment, we reveal that 30% of IT candidates have never applied for a job advertised on a social media platform - yet social media does have a role to play if it is used correctly.

Our research also shows there is a difference in behaviour between contract and permanent IT staff. Tactics used to hire permanent staff may not work for contractors. Although both now agree that work:life balance is growing in importance.

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

	Source of IT jobs/candidates		
	Recruitment Agencies	Job Boards	Company Websites
Recruiter's view	19%	14%	22%
Candidate's view	28%	22%	14%

Source: Curo Talent, 2019.

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