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Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL -
CONNECTIVITY BUSINESS UNIT

So You Say You Recruit? Then What's Your Plan for 2015?

By: Jonathan Bogush- Director of Connectivity

The process of hiring and retaining top talent should focus on both filling current job vacancies as well attracting the best candidates to fulfill your company's long-term business goals. Being a recruiter within the high-tech manufacturing arena now for five years, I can tell you that there is no easy formula to finding the best candidate for a job opening. Although, if you are able to create a consistent recruiting strategy you can ensure you will reach strong candidates that have the necessary skills and requirements to meet your client's needs. Here are several best recruiting practices I've seen to be very useful while working my desk here at TYGES International.

First and foremost - HAVE A RECRUITING PLAN. This is an essential first step to assess the skills and needs required for each new job order you take for your clients. This includes identifying the hard and soft skills your client is looking for in a particular hire and making sure those skills as well as the position's responsibilities are clearly aligned in a job description. More and more today, I see job descriptions from my clients that are generally non-descript and in many ways misaligned with the actual job they are trying to fill. As a recruiter, you must make sure that the hiring manager you are working with is writing the job description in conjunction with their HR partners and other key team members to ensure the skills needed for the position are reflected in the language on the description itself.

The second piece of a strong recruiting plan centers on making the investment to participate in recruiting and industry events. Within TYGES's Connectivity practice, we work with many specialized interconnect and electro-mechanical technology manufacturers that rely heavily on various annual trade events to display their newest products. From a recruiting perspective, these trade events can be a VERY fertile recruiting ground if you

Connectivity Team

Jonathan Bogush

Director of Connectivity

Direct Line: (757) 208-7231

Email: jonathan.bogush@tyges.com

LinkedIn: www.linkedin.com/in/jonathanbogush

Dallas Ventre

Executive Recruiter

Direct Line: (757) 603-4243

Email: dallas.ventre@tyges.com

Pamela Webster

Executive Recruiter

Direct Line: (757) 603-4025

Email: pamela.webster@tyges.com

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are able to make the necessary investment to gain attendance to the event. Career fairs, industry trade shows, and annual association meetings can be a great source for identifying potential candidates for the talent networks you are trying to build - which is crucial to building your presence for your short-term hiring goals and future networking objectives within your recruiting practice.

Capitalize on social media. Social networking sites such as LinkedIn, Facebook, and Twitter have users in the hundreds of millions. Good hires have to be somewhere in those numbers, but how do you hone in and find them? LinkedIn is the primary social networking site for professional employment. There's also the option of finding people you already know and networking with them to come across more potential candidates. Facebook is not limited to only job seekers and it prevails in terms of number of users. Twitter allows for recruiters to quickly and easily post positions. The use of hash tags (ways to filter out and search for specific words throughout Twitter) can also help seekers find you first.

Use your own website. Post job ads, both on your company website and on hiring websites, to make sure as many potential hires see it as possible. Site visitors are interested in your brand and this traffic should be capitalized on for all areas of your business - from sales, your services, and corporate branding to highlighting open job opportunities.

Here at TYGES, we are definitely going to be refining and deploying our recruiting plans specific to the manufacturing customers we serve. From a personal perspective, I can say with confidence that I will be taking the advice I listed above - to be more active with my clients in drafting any and all documentation related to a job order I take from them, being more active in trade specific industry events so I can actively pursue more talent relevant to my network, and utilizing a full range of social media marketing tactics and techniques to reach a broader audience of potential talent for my practice.

ACTIVE JOB OPENINGS:

- Senior Project Engineer with 7+ years of experience as an automotive electromechanical design engineering background willing to move the greater Detroit area - Looking for someone to work directly with my client's automotive OEM and Tier 1 automotive supplier customer base to design electromechanical products such as switches, lead frames, plastic housings or copper terminals.
- Process Engineer with 5+ years of experience working within a wire/cable manufacturing plant; must relocate to the greater Indianapolis area - Looking for an experienced Process Engineer from a wire/cable manufacturing background that has a deep expertise in LEAN/Sigma practices, knowledge of extrusion, cabling, jacketing line troubleshooting.

- Manufacturing Technology Engineering Manager willing to relocate to the greater Louisville, KY area - Looking for someone with a strong connector tooling and fixture design background, knowledge of designing automated assembly equipment, and serving as a global project engineer leading geographically disperse teams of engineers.

Please note: I want to direct you to a blog that our firm started the first of 2014 - www.reinventingrecruiting.com. It deals with a multitude of topics and I encourage you to follow it and make comments or ask questions. All are welcome. To sign up / follow the blog, go to the blog website, www.reinventingrecruiting.com, and look to the lower right hand corner where you will see a tab "follow" - click on it and sign up. I hope you find the blog helpful and insightful and please give us feedback on topics you'd like our experts to discuss.

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at connectivity@tyges.com. We look forward to working with you in the future.

Good luck in your current ventures and you'll be hearing from us next month!

TYGES International
5400 Discovery Park Blvd., Suite 201
Williamsburg, VA 23188
855-TYGES77

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