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Connectivity Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL -
CONNECTIVITY BUSINESS UNIT

Time Kills All Deals: You Want to Make A Hire But Do You Have the Focus and Time to be Successful

By: Jonathan Bogush- Director of Connectivity

For this month's TYGES Connectivity Newsletter, we are going to take a departure from discussing the ins and outs of Fortune 500 type manufacturers defending themselves against disruptive technologies and focus on how as a client you can streamline your interview process to ensure that you land the individual you think is the best for the role.

So far in 2014, we have worked dozens of searches and we have seen the good, the bad, and the ugly. Speaking towards the bad and the ugly searches - these are generally time sensitive "replacement hires" and usually require several hiring managers to be part of the hiring decision. For these searches, there are usually a lot of moving parts: a need for the recruiter to understand the origin of the role (why is it open), a willingness of the client to have the recruiter speak directly with the hiring team to understand the selling points of the company and the particulars of the role (day to day functions, expectations, etc), and the ability for the hiring team to find time in their busy schedules to be present throughout the interview process, whether that means being accessible to the recruiter to answer any follow-up questions or present during particular time-frames so that individuals that are in process can come in for the face to face.

Speaking towards the "good" searches - these are generally "strategic new hires" that are essential for the company to fill in order to achieve their strategic plans. These searches generally have the full attention of a hiring manager and, as a recruiter, we have full access not only to the critical information about the company and but also a good read on the search at hand and all the responsibilities and expectations that come along with it. Beyond that - these searches generally have a single point of contact (meaning one hiring manager) and that contact is very motivated to fill the role meaning that they will be present and available to interview quality individuals as they are presented.

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Seeing these differences between bad or ugly searches and good searches - replacement hire vs. strategic new hire, multiple hiring managers vs. one hiring manager, openness to talk about why you are replacing the role vs. willingness to give the recruiter access to the critical information about the new hire, availability of the hiring team that all have busy travel schedules vs. working with a hiring manager that is committed to the hiring the role as soon as possible - we started to think what 5 questions I could ask the client (and that the client should ask themselves) in order to identify early on whether a search has the appropriate setup to be successful:

1. **What is the origin of the role?** Knowing the origin of the hire is essential. If a company is replacing someone that left then I need to know why that person left and the shortcomings they possessed so that I can use that information to identify quality individuals when I meet them. Knowing this before I take the search to market will allow me to not only provide better quality individuals but it will also make it seem like I have a deeper relationship with the client.
2. **Considering your strategic plan, when do you need an individual in the role?** Timing is everything and the adage "time kills all deals" is real! Nothing is worse than bringing a search to market and then finding a quality individual with immediacy only to be told by the client that they would like to schedule interviews two to three weeks out from the original submission. General rule of thumb - if you as a hiring manager are traveling 3 out of 4 weeks a month during the search you may want to consider holding off on the hire until there is time to pay it the attention it deserves.
3. **How many people are involved in making the hiring decision and what is their willingness to be available for an interview?** This pretty much ties to the last question although it's more focused on understanding who will be on the hiring team and what their availabilities are to run the search if one or more of the hiring managers are on heavy travel.
4. **Can you provide consistent feedback on candidates in a timely manner?** Again - it's all about timing! When an individual decides to work with a recruiter and wants to get involved with a hiring process they want to feel like their submission is being noticed. Nothing is worse than waiting for two weeks to get preliminary feedback on your submission; not only does it make it seem like the company isn't serious about making the hire but it also alienates the interested individual and makes them second guess their decision to get involved.
5. **Can you commit to scheduling face to face interviews quickly after the initial round of telephone interviews?** For me this is a very critical question. When working searches early in a calendar year I understand that most people involved with the hire are busy with travel, client meetings, internal strategic meetings, etc. Regardless of everyone's schedules - keeping the cycle time short between first interviews and face to face interviews is critical to not only keeping the individual engaged and interested in the role but also keeping the excitement high within the organization in making the hire.

Obviously, as recruiters, we are in a unique position to ask these questions and we welcome both individuals actively interviewing and hiring managers running searches to reach out with examples of hiring situations they have been in recently so we can see other perspectives and learn how to better gauge the searches in front of us.

Have a solid finish to the first Quarter of 2014! Expect to hear from TYGES Connectivity next month as we examine how as recruiters we can better work to improve the condition of our candidates.

ACTIVE JOB OPENINGS:

- VP of R&D and Engineering - Industrial Ethernet, Relay, and Power Protection products
- Key Account Manager - Distributed Temperature Sensing Monitoring Systems (DTS) and Optical Linear Sensing products
- Formulations Manager - R&D driven Polymer and Materials Development

IMPACT PLAYERS

- Director of Channel Management - LV electrical products, switches, starters, etc.
- Director of Product Development - high-speed cable assembly products
- Business Development Manager - data center cables, connectors, panels, physical layer infrastructure, etc

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!

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