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Connectivity Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL -
CONNECTIVITY BUSINESS UNIT

2014 Is Nearly Over: What Is Trending in the Recruiting World for 2015?

By: Jonathan Bogush- Director of Connectivity

Can you believe most of the 2014 is already gone? Feels like just yesterday I was preparing my New Year's resolutions and planning ways in which I could actually stick to them and see them through (details on how that went will come in another blog post). As I get older, I realize that time flies and that you better keep your eyes open in order to learn from what you have experienced and to see what may lie ahead. I think this especially true as it relates to the business you are involved with.

As I look back on the year, specifically my recruiting practice here at TYGES, I am getting a good sense of the upcoming issues that will be trending in the recruiting world in 2015. From my perspective, I see three major trends that will continue to mold how the recruiting business will change and in many ways improve in the future:

1. The evolution and continual improvement of networking sites like LinkedIn, Indeed, and Glassdoor.

There is no doubt that sites like LinkedIn, Indeed, and Glassdoor are getting bigger and better everyday and it is apparent that companies and individuals alike have realized that these portals offer a great variety of tools to promote your brand or your employment. However, as more and more people use these sites, they will inevitably transform from a candidate relationship management experience to a more robust and organic "talent network" where users go beyond just passively posting about job openings or career achievements but actually create communities where business and employment leads present themselves naturally. Imagine if a site like LinkedIn gets smarter and starts more actively using the data it has access to actually start connecting companies with talent or a sales person

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with a customer in need? I believe this will happen in 2015 and that more big-times lie ahead for these websites.

2. The idea of Recruiters being considered "Sourcers" not Recruiters.

At TYGES, we work with highly specialized manufacturing organizations that do business on a global scale and make high-technology products with the help of professionals with distinct sets of specialized skills. As our clients continually evolve their businesses, the practice of recruiting for them becomes more and more important. Over the last year, it has become apparent that my clients want me more focused on the art of sourcing then the art of interviewing or assessment.

The highest-performing companies are now pushing more and more responsibility onto the shoulders of hiring managers such as training them how to interview and letting recruiters focus on high-powered sourcing and initial screening in order to set the stage for the client/candidate introduction. From my client's perspective, the more "assessment" they push to hiring managers the better.

At TYGES, we have specialized recruiters on specific professional functions in an attempt to hone their abilities to strategically source and attract passive candidates, often from competitors to our clients. If we have done our "sourcing" and initial screening correctly then the hiring managers play a major role in the process of assessment and interviewing and we as recruiters focus more time on building in-roads with the talent pools that our clients need.

3. Improving the candidate experience.

The days of employers putting up hugely difficult websites to attract candidates are slowly going away. From my own experience, an employer can damage to their brand by making it impossible to apply for a job, not getting back to candidates, or treating them poorly during the interview process.

Now, more than ever, recruiting firms like TYGES are being looked at to manage the candidate experience and act as ambassadors for our clients in order improve the recruiting process from the candidate's perspective from the start. It is clear that when our clients streamline their websites, career web pages, and application tracking systems and allow us to introduce and then lead potential candidates to their needs we get better results. I would guess that in 2015, we see more and more companies put an onus on the practices on how their recruiting agencies handle this function.

Be sure to keep reading the TYGES International blog throughout the remainder of 2014 and good luck in the future! Feel free to call me directly for any further conversation about your career or any potential jobs you need to fill!

ACTIVE JOB OPENINGS:

- Product Market Managers willing to relocate to Huntsville, AL or Columbus, OH - Looking for seasoned Product Marketing Specialist or Product Applications Specialist to help my client evangelize and develop their data center infrastructure management (DCIM) software.
- Senior level Product Managers with high - speed cable, assembly, and connector backgrounds who are able to relocate to the Southeast or Northeast US - Looking for someone to lead the product development and product marketing/business development programs for two top-flight manufacturers of high- speed cable, assembly, and connector products for the data center, telecommunications, and consumer electronics industries.
- 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.

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!

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