Socium
Technology & Transformation

HOW TO GET THE BEST RESULTS FROM YOUR TECH PROGRAMME RESOURCER

Most tech resourcers revert to using 'tried and tested' recruitment methods, either consultants or contractors, to create teams for their clients, but as established as these options may be, neither of them are viable solutions. They're short-term fixes that achieve short-term (and short-sighted) results.

THE MAIN PROBLEM WITH...

HIRING CONSULTANTS

They tend to be inexperienced workers, who are fresh from graduating and need training up before they can begin delivering any work. They also tend to cost you at least £1,500+ a day, even if more of their time's being spent on training rather than delivery.

USING CONTRACTORS

They tend to work more as individuals and less as a team and don't necessarily immediately slot in with your current team and ways of working. They aren't full-time employees, so aren't always invested in achieving your end goal or sticking around.

WHAT'S THE ALTERNATIVE?

There are alternatives that are as proven as the consultancy and contractor models and guaranteed to provide you with the best results from your tech programme resourcer.

These models are enabling more-and-more tech companies to achieve their objectives and build upon their successes by:

Deploying pre-formed teams (just as you would with a consultant model).

At a total cost that's more aligned to employing contractors.

Using workers whose skills and experience is 100% right.

TOP 10 QUESTIONS TO ASK WHEN CREATING YOUR NEXT PROGRAMME TEAM

The key to getting the best results from your tech programme resourcer is to ask the right questions: of yourself and of them.

This checklist provides you with a list of those all-important essential questions that are fundamental to building winning project teams.

QUESTIONS TO ASK YOURSELF:

✔ Do I have the budget signed off to build this team?

✔ What do I expect from my chosen resourcing partner?

✔ Is everybody involved in the hiring process aware of the type of hire we're looking for? (I.e. skills, background, cultural fit).

✔ Do we have a well-defined interview process that positively represents our business?

✔ What are our key differentiators from the competition?

QUESTIONS TO ASK YOUR TECH RESOURCER:

✔ Can I trust this business to clearly articulate our brand in a positive way to market?

✔ What further information do they need from me in order to meet my hiring needs?

✔ What timeframes are they working to?

✔ Are my hiring plans/timeframes realistic? If not, why not, and what alternatives can they provide?

✔ What tools/technology do they use to attract candidates to our business?

Want to guarantee you have the right people in place to deliver your programme objectives?

We can help. The guidance we've shared with you is just the start. For details about how we can transform your tech programme resourcing cost effectively and tick all of your resourcing boxes, get in touch.

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