

Hiring tech talent for CIOs and CTOs

Executive summary. September 2019.

Finding and hiring tech talent is getting harder and taking longer. To win, companies need to fundamentally evolve recruitment.

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There are few, if any, organizations not currently undergoing a transformation and aggressively looking for new talent with technology skills to lead the way.

From old-line auto manufacturers seeking to deliver autonomous vehicles and cars-as-a-service to a whole new generation of farmers using drones, smart sensors and weeding robots to increase yields and reduce costs, the future will be won by organizations with the best tech talent.

Hiring tech talent is an existential challenge facing nearly every single organization, and they're finding it harder and harder to find qualified

talent. Employers are responding aggressively to meet their needs for high-skilled tech talent. For instance, Amazon, reporting more than 20,000 open positions in 2019¹, is building a new headquarters in Virginia and investing more than \$700 million to retrain its 300,000 employees, including providing free software engineering classes to all corporate employees.

As the market leader for cloud-based talent acquisition solutions, iCIMS' data provides organizations with actionable insights about job openings, applicants and hiring. To enable CIOs and CTOs to more effectively find and hire tech talent, we analyzed more than 25 million tech applicants from January 2016 to May 2019. ■

1. New York Times: 'Amazon's Next Experiment: Retraining its Workforce,' published July 11, 2019

Key findings and recommendations:

- 1. You're not imagining it.** It's getting even harder to find tech talent: In 2018, there were 18% more net new technology hires than 2017. This jump outpaced all other types of hires, making hiring talent the top priority for most CIOs.
- 2. While software app developers are the most sought-after, they're not the hardest to hire:** Nearly one-third of all tech hires are app developers. But the hardest-to-hire are security analysts, data research scientists and database administrators, for which employers are only able to hire less than half of their open positions. The good news is that employers are able to hire all of their frontline helpdesk support positions.
- 3. Plan for 80 days to hire key roles:** In the first five months of 2019, it took an average of 80 days to hire the typical app developer. This is a big jump from 2016, when it took just 66 days on average. *Budget for up to four months from the time you post the job to onboarding your new tech hire.*
- 4. To attract more women to tech, we need to evolve:** There has been no notable improvement in attracting or hiring more women to tech roles in the last three years even though the projects of today are undertaken by highly agile integrated teams. *Promote authentic diversity and inclusion initiatives across your employer branding and use gender-neutral language in your job descriptions.*
- 5. There are more than enough, and an increasing number of, tech applicants, but fewer and fewer candidates who fit.** The key is to attract more qualified candidates: There is an increasing number of tech applicants for each role. The problem is the quality of candidates. *Attract more qualified candidates by posting accurate job descriptions and salary ranges, personalize your engagement and ratchet up employee referrals.*
- 6. Go beyond Silicon Valley and New York to source talent:** DC–Virginia, Boston–Cambridge and Detroit provide the largest concentrations of tech talent among the biggest metro areas outside of the Valley and New York City. While most CIOs already know to look for tech talent in Austin and Denver, *extend your reach to include Baltimore, Raleigh, Madison and Salt Lake City.* These are the biggest tech talent hubs in the smaller population centers.
- 7. Divert ad dollars from job boards to direct recruitment:** The highest number of tech hires comes from employers' direct outreach and staying in touch with candidates who have applied previously. *CIOs and tech recruiters should embrace Google for Jobs, IT employee referral programs and candidate relationship management (CRM) tools to build and nurture talent pipelines.*

The full report will be available from iCIMS at end of September 2019.

Methodology

iCIMS' system data is drawn from a database of more than 75 million applications and three million jobs posted per year by more than 4,000 customers. The company's customers represent a broad swath of the U.S. economy, with expansive geographic, industrial and occupational representation. This report draws from more than 25 million applicants to technology positions from Jan. 1, 2016 through May 31, 2019

About iCIMS

iCIMS is the leading recruitment software provider for employers to attract, engage and hire great people. Established in 2000, iCIMS supports 4,000 customers, including one in every six Global 1000 companies in the US, hiring 4 million people each year and is the largest software provider dedicated to talent acquisition. For more information, visit www.icims.com.