



# How to Successfully Recruit Engineers



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The engineering world and tech industry haven't been immune to the major shifts in workplace culture and employees' new career and work priorities that came along with the Great Resignation. Engineers are redefining their professional priorities, leaving jobs that don't match up with them, and holding potential employers to a higher standard. Potential candidates now have the upper hand and, with quality engineers being in such high demand, candidates looking for jobs right now have more opportunities than ever to choose from. Brand culture, autonomy, flexibility, creativity, and innovation are at the top of most engineers' lists who are in the job market.

Fortunately, thanks to a broad shift toward remote work, companies are able to cast their net wider and reach a large ocean of top engineering talent. However, the trick is having the right strategies in place to ensure you successfully recruit not just any engineer, but the right team of engineers that will meet organizational goals and objectives, as well as be a good culture fit.



## TRENDS IN THE ENGINEERING JOB MARKET

Staying on top of job market trends goes both ways. It's just as important for employers to know what's currently trending among job-seeking engineers as it is for engineers to know what's currently at the top of a potential employer's list for candidates. The pandemic and Great Resignation/Reassessment have definitely influenced the trends we're currently seeing within the job market, particularly within the engineering staffing marketplace.

Being aware of these job market trends and how they align with your organization's current work and recruiting models is key to identifying how competitive you look to potential engineering candidates and if any adjustments to your recruiting strategy are needed.

### Diversity in Engineering

As employees have re-evaluated their priorities in an employer, one of the many top values is a workplace that values diversity. This is especially important in engineering, a field that has historically been very male-dominated. Over recent years the industry has seen a big push for true diversity, including men and women equally in the field. One article predicts that by 2030, women reach a critical mass in STEM fields.

Focusing on building a diverse team of engineers isn't just to uphold company values, it's also beneficial for the effectiveness and productivity of the team and for achieving company goals. The same report states that companies who focus on diversity have teams that end up performing better because they bring different perspectives to the table that lead to more innovative solutions.

### Hybrid Work is Here to Stay

After the majority of organizations switched to fully remote work while 'flattening the curve' at the start of the pandemic, many employees and employers saw just how effective and productive people were working from home. While some people itched to get back to the office, others much preferred to maintain at least a hybrid working style. And for many, this has become a top priority in what they value in a potential employer and role.

Many organizations have already made the shift to making remote or hybrid work a permanent work model, while others have taken the first chance they could to get everyone back into the office. Organizations that don't offer hybrid work or any form of flexibility are not only unattractive to potential employees, they're also significantly limiting their pool of qualified candidates in a job market that's already short of quality engineering talent.

Hopping on this hybrid work trend that may very well become a workplace standard very soon, is a smart move for having your pick at a wider selection of qualified engineers.

### Gig Work is on the Rise

With many people losing their jobs or desiring a different work model following the pandemic and Great Resignation, the rise of gig work has been changing the way engineers work and employers source talent. For some organizations, perhaps the best engineering talent won't come from trying to hire a full-time employee, but from recruiting independent contractors. Hiring engineers that work as independent contractors allows you to bring people on per project and match engineers to projects that best suit their skillset and passions.



## 5 KEYS TO RECRUITING QUALITY ENGINEERS

The lack of available engineering talent on the job market today has many companies overwhelmed with trying to successfully recruit the right engineers for their team. This combined with the shifts in the job market and workplace trends in recent years means a fresh approach is required for attracting top engineering talent to your organization. Here we'll go over five keys to successfully recruiting engineers for your company.

### Sell What Makes Your Company Different

Right now there are more engineering positions open than there are engineers to fill them. This means that many companies are competing for quality engineers to fill their roles and meet company needs. There are many companies out there willing to pay more and dangle a large salary in front of potential candidates to recruit them so first and foremost it's important that your organization is clear on what sets you apart from your competition and sell the culture and opportunity.

Think about what makes your organization different and how it can really stand out amongst the competition and leverage those unique points in job descriptions and listings. Things to include that help your organization look attractive to top engineers include:

- Strong benefits packages
- Offering a flexible work model or hours
- Offering skills and professional development training and programs
- Fostering a diverse work environment and supportive company culture
- Highlighting the exciting, creative, innovative, and challenging projects the position may offer

### Utilize Current Engineers in the Company

No one understands your organization's engineering projects and what engineers will be the best match more than your current engineers. Your currently employed engineers know the ins and outs of what it takes to be a thriving engineer on the team and can be a great asset for helping find the right fit for the company culture and engineering projects. If your company currently isn't encouraging employees to help refer possible engineering candidates, consider starting a referral program. This also allows you to take advantage of the engineering talent network your current employees have access to and allows you to access engineers who you may not come across job listings or aren't actively searching for new employment but may be open to opportunities.

### Boost Company Reputation

Now more than ever engineers care about the reputation and culture of the company they accept a job from. If a company has a reputation for not respecting and recognizing its engineers, the word may get around and it may be harder to recruit quality engineers in the future. Being the place to work amongst engineers and positioning your company's employment culture in that way will go a long way toward attracting quality engineers that are a good fit for your organization. One way you can boost your employment brand is by encouraging current employees to leave reviews on websites like Glassdoor that rate the experience of working for different companies.

### Focus on Candidates That Are a Culture Fit

In this tough market, it can be tempting to want to hire the first technically qualified candidate that comes along. However, successfully recruiting engineers ultimately includes retaining them as well. And one of the key pieces to hiring employees you also retain is making sure that they are a good culture fit. Culture fit is very important to a candidate's future success with an organization. Making sure that your recruiting team has a clear definition of culture fit requirements is the first step to recruiting qualified engineers. Another way to make sure candidates are a good culture fit is by having them talk with various members of the organization, from other engineers on the team to managers and founders to gain a wide perspective on if the person is a good fit.

### Work with a Specialized Hiring Agency

By following the previous tips you'll make sure your organization has a sturdy foundation for attracting and recruiting engineers. However, it's always a plus to make sure you have the right strategies and can be confident about your organization's ability to attract not just any engineer, but hire the perfect fit for your company. Sometimes you may not know exactly how to implement the right recruitment strategies for your hiring needs, while other times you simply may not have the time or resources internally to conduct a proper search. That's where a recruiting firm that specializes in engineers comes in. An agency that understands the industry, what engineers are looking for, and how to best recruit them is an invaluable asset to your engineer recruiting process. Not only will an engineering talent recruiter have the right strategies for your organization, but they also have access to a deep talent network from which they can match the right fit for your organization.

Amtec specializes in finding the perfect employee/employer fit, filling engineering roles with highly-qualified engineers that not only are a technical match, but a culture fit as well. We help you create your engineering dream team by attracting, identifying, qualifying, and hiring the right engineering talent for your organization. You can learn more about how we can help you successfully recruit qualified engineers by [reaching out to us](#).

## CONCLUSION

Even though it seems like hiring engineers is typically more difficult than other roles, with the right strategies and support your organization can attract and hire the right engineers to successfully fill available roles. By staying aware of current job market strategies and implementing the 5 key points discussed in this ebook, you can go into your engineering talent search feeling confident and ahead of the competition.



At Amtec, our mission is to help companies, like yours, build high-performing teams that not only are an asset to achieving company goals, but a great culture fit because we care about people finding meaningful work. We have years of experience staffing engineering professionals and matching employees and employers that thrive together. Our team takes the time to learn and understand your organization and its engineering talent needs before tapping into our high-quality engineering talent network to find the perfect fit for your organization.

Ready to build your engineering team together? Contact us today to get started.

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