

March 2015



## 10 Tips to Winning All Star Candidates

Against Competing Offers

"Ok, wow me. Then impress me. Then dazzle me. Then wow me again."

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### Top Candidates ! View By Industry

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### Information Technology

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**Chief Technology Officer**  
- 15+ years experience

**Lead Program Manager**

**At Scientific Search** we have witnessed the industry evolve many times over and remain dedicated to helping our clients navigate success. We recently discussed America's rapid growth in employment rates in our December newsletter. Since then, CNN declared 2014 as **America's best year for employment growth since 1999, with more than 2.95 million jobs created.** The recovering employment rate shows no sign of slowing with **America generating 295,000 additional jobs in February 2015 beating CNN's expected estimate of 253,000.**

While the overall unemployment was 5.7 percent, one-third of IT and engineering occupations had an **unemployment rate of less than one percent.**

We would like to discuss how this recent burst in hiring and employment rates are influencing the hiring process, highlighting the shift in demand from employers to the candidates.

**The talent shortage has quickly become the top hiring challenge. In this issue of our newsletter we will outline effective strategies to make the most of our industry's latest evolution.**

### 1. Always Be Closing

Our sudden upturn in employment means we have to reprioritize our past expectations and values when looking for candidates. **Do not be fooled by the flood of applicants, they only make it that much more difficult to acquire the right candidate.**

- 25 years experience

**Automation Systems Specialist**

- 25 years experience

**Senior Software Developer**

- 10 years experience

**Senior Programmer**

- 20 years experience

**Storage Technical Advisor**

- 20+ years experience

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## Engineering

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**Associate**

**Director, Manufacturing**

- 10+ years experience

**Supervisor, ATE Operation**

- 25+ years experience

**Health, Safety &  
Environmental Manager**

- 5+ years experience

**Production Supervisor**

- 25 years experience

**Lead Program Manager**

- 25 years experience

**Civil Engineer**

- 8 years experience

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## Pharmaceutical

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**Once identified for an interview, remember the candidates are also interviewing their potential employers.** Ask what the candidates think about the company and how the opportunity compares to other opportunities they've interviewed for.

## 2. Enrich the Candidate Experience

While hiring managers are still the decision makers, they must now consider themselves in competition for finding great talent. Interviews provide the opportunity for both employers and candidates to discover a mutually valuable fit and as such, **we must bring mutual value back to the hiring process.**

Establish a stronger connection with prospective employees by engaging them in friendly conversation; **introduce them to their work environment to witness how comfortable they would be in the position, and show them the potential growth of their position.**

## 3. Accelerate the Hiring Process

If not handled efficiently the hiring process can be costly, time consuming, and vacant positions can prove truly debilitating. With candidates now juggling multiple job offers, they have become **put off by the time-consuming interview processes that they once prayed for.**

Optimize your hiring process **by prioritizing efficient correspondence with candidates, scheduling multiple interviews daily, and requesting work samples are present during the interview.**

## 4. The Backup Plan

For reasons beyond anyone's control, candidates often set back the hiring process by dropping out. **Mitigate the damage done to productivity with a strategic backup plan that provides strong alternate candidates.**

A well-planned backup plan removes the fear of setting back the hiring process, **empowering employers to speak from a position of strength and security during the negotiation process.**

## 5. You've Found Your Candidate Now Hire Quickly

**In all likelihood, the candidate you want will be receiving interest from other employers, will know their worth, and will expect prompt communication.**

**Assistant VP, Analytical Chemistry & Microbiology**

- 25+ years experience

**Director, Business Development**

- 13 years experience

**Director, Regulatory Affairs**

- 20 years experience

**Medical Director**

- 20+ years experience

**Associate Director, Operations**

- 15 years experience

**Principal Scientist**

- 15+ years experience

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## Market Research

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**President**

- 20+ years experience

**Facility Director**

- 25+ years experience

**Account Manager**

- 20 years experience

**Marketing Research Manager**

- 20 years experience

**Account Manager**

- 20 years experience

**Account Manager**

- 15+ years experience

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## Food & Beverage

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**Chief Operating Officer**

Resist the urge to hesitate; debating an offer to a candidate already implies their level of quality and only accomplishes leaving you vulnerable to lose the candidate entirely. **The sooner you come to an agreement with a candidate, the safer you are from competing distractions.**

## 6. Make Your Best Offer First

**Determining the optimal offer can be a tricky tightrope and may seem counterintuitive to those looking to save money up front, but establishing a strong first impression with your new hire can reap endless rewards.**

Your offer says a lot about your company; don't risk losing high quality candidates to the temptation of striking a bargain. Start your venture with the new employee by researching the market to provide a competitive salary, **present the offer with a comprehensive outline of their entire compensation, highlight their benefits, and their potential to grow within the company.**

## 7. Never Assume Your Job Offer Is the Only Job Offer

Just because your search is complete, doesn't necessarily mean theirs is. The new world of hiring provides unprecedented options to candidates whom once struggled to gain the interest of even one employer.

**Demonstrate that you understand the job search is a full time job and casually discuss where they are in their overall search, details about other offers, and the values they desire in their work atmosphere, benefits, and salary.**

By doing this, employers convey their interest in providing competitively rewarding employment and in result, build stronger connections with potential hires.

## 8. Candidate Onboarding is Never Finished

According to *Fast Company Magazine*, extending an offer is only the beginning of candidate onboarding. In their recent study, they found that extensive **onboarding programs promote employee engagement with 69% of employees more likely to maintain consistent employment that exceeds 3 years.**

Do not make the mistake of putting your relationship with candidates on hold after they have accepted the offer, the time between then and their start date can prove highly dangerous to retaining high quality candidates. Make sure to keep in touch with your new hire during the wait for their start date.

- 25+ years experience

**Sensory Manager**

- 25+ years experience

Formulation Chemist

- 12 years experience

**R&D Lab Technician**

- 4 years experience

**Food Scientist**

- 13 years experience

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## March 2015 Placements

### Direct Placements

- Mechanical Engineer, Secret Clearance
- Clinical QA Manager
- QA Specialist
- Business Development Manager
- QA Stability Coordinator
- Associate Project Manager
- Regional Account Manager
- Supply Chain Specialist III
- Senior Email Delivery Specialist
- QC Microbiologist III
- Senior Research Scientist
- EH&S Manager
- QC Technician
- Senior Director, Global Regulatory Affairs

### Contract Placements

- Logistics Associate
- Quality Control Data Specialist
- Piping Designer

Casually inquire how their job resignation went, update them on what to expect during their first day, and make the candidate feel wanted and valued as the newest member to the team.

## 9. Rollout the Red Carpet

By investing in quality employee experiences, you are developing long-lasting relationships that never cease to enrich.

The *Harvard Business Review* recently conducted a global study of nearly 20,000 employees, proving that **those who feel respected perform far better**, with statistics that include **92%** greater focus and prioritization, **55%** increased engagement, and **89%** higher employment satisfaction.

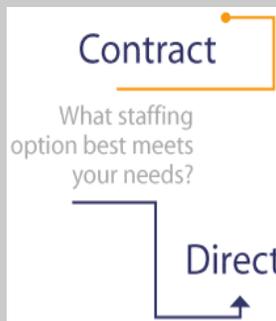
Make sure to highlight all your employment perks, introduce new hires to the team, and perhaps even invite them out for their first work lunch to make them feel truly welcome.

## 10. Choose Your Friends Wisely

To make the most of every industry evolution, **companies must establish trusting partnerships built on integrity and diligence to aid them in their talent search.**

Exclusive partnerships with hiring experts prove far more effective than the counterproductive encumbrance of coordinating with various recruiting agencies. **Understand that professional recruiting services work best when clear of the clutter produced by overwhelming outlets in the hiring search.**

Expert recruiting professionals like us at **Scientific Search** specialize in facilitating efficient, transparent channels of communication between clients and candidates.



**Reach out to our team  
to discover your hiring potential !**

- Sourcing Analyst
- Technical Writer
- Research Scientist,  
Pharmacology
- Validation Engineer,  
Equipment

## Have Questions or Concerns?

### Connect with us!

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