In a perfect universe, every requirement has a perfect candidate match, however experience and statistics show otherwise. Innovation has been a key force for survival in the technology sector, resulting in ever increasing number of companies trying to reinvent and package solutions to reach the top quadrant. This evolution has resulted in unique and complex skillset requirements that challenge the information technology recruiting firms to reinvent as-well.
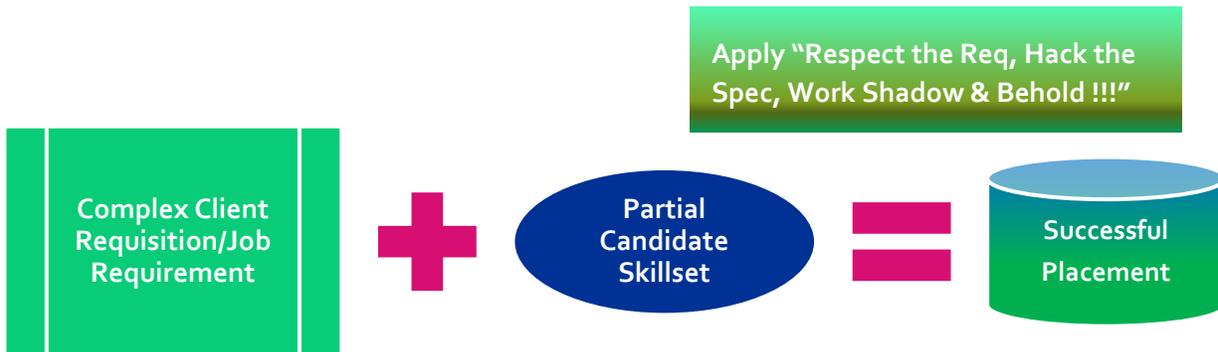
JASStek Inc. is a microbusiness based in Ohio. We used technology to break down high-end technology requirements. The following model brought success to us, and it may be used freely, customized or enhanced for use in the recruitment space.

We named the model: **"Respect the Req…Hack the Spec…Work Shadow & Behold !!!"**
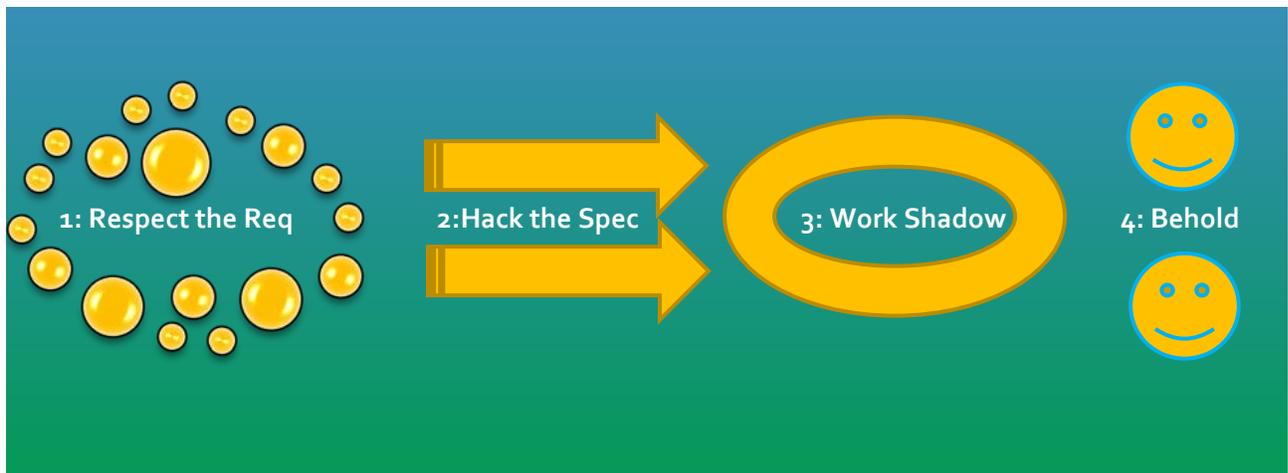
The four-step model described:

Respect the Req…Hack the Spec:

Step 1: Break down the requisition into a requirement list for identifying the unique technology set.

Step 2: Check the requirement list for underlying sub-technologies. Hack the "specs".

For Example: The requisition says - Administrator for product "X". "Hack the Spec" and get to the specification detail of "X". Let's say the specification defines "X" is made of "a", b" and "c". A perfect match would be a candidate with "X" and having all technologies "a", "b" and "c".

The candidate now matches the core technologies: "a", "b" and "c", no match on "X", but a "Y" or "Z". "X" is a component which the candidate can easily pick-up in couple of hours using on the job work-shadow training. So, we proceed with this as a match.

Work Shadow & Behold !!!:

Step 3: Work Shadow – Offer an on-job work shadow arrangement to the client for catching-up on "X", which is easy to learn.

Step 4: Behold – Within a matter of hours/days, the candidate is fully-functional and we have a behold on a successful placement!!!

The Potential resources available at Federal and State level

Various "**Apprenticeship**" programs at federal and state levels are already functioning as effective models in the information technology space.

As per tweet from Governor Kasich: Ohio is number 2 in "**Apprentice**" programs in the nation.

Our focus as a business should be to validate the available programs for innovation, and then utilize them if they fit-in.

The Gap and where this model may fit well

The existing programs in information technology sector run in longer time-frames of months. This may be a challenge in fast-track recruitment space specifically in product based implementation environments. Hence, there is a need to reinvent the recruiting models by thinking out of the box.

We tried to innovate a solution to this by testing the "Respect the Req... Hack the Spec... Work Shadow & Behold!!!" model to fill a job requirement using **technology (the spec) to break down technology requirements.** It took us 24 hours to find a candidate and then 5 days of work shadow to get our candidate fully-functional. The success and simplicity of this model inspired us to share.

The Price-Tag

Of-course there is a price-tag to implement this model -

1. Need of a hi-tech recruiter with background in computer science in the recruitment and selection panel who understands technologies and can make the correct judgement calls
   (An experienced computer engineer looking to work in recruiting, a computer-science graduate with overall view of existing technologies, there are several possibilities...)
2. Work shadow training arrangement
   (Cost sharing with client or discounted rates for the "catch up" phase)

The fast-track placement would balance out this upfront cost and generate a positive return on investment.

Happy placing and beholding, and hope you can use this model to successfully place your next candidate.
☺