A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Energy & Utilities Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Energy and utility employers compete for the same small pool of engineers, project leaders, lineworkers and technicians. Many projects are far from major cities, and every role has safety and compliance requirements that can't be skipped.

WHAT AN OPEN ROLE COSTS YOU

- Delayed construction, commissioning or interconnection milestones
- More overtime and fatigue for the crews you have
- Safety and reliability risk
- Lost time when a hire doesn't work out at a remote site

COMMON HIRING MISTAKES

- Starting to recruit after the project is already mobilizing
- Not discussing travel, shifts and relocation on the first call
- Skipping credential checks until after the offer
- Overlooking strong people from related industries

HOW DELECTUS HELPS

Direct Hire and Executive Search

We find and screen people who aren't applying to job postings, from field and technical roles to senior leaders.

RPO & Project Recruiting

We fill many roles at once around a project, start-up or expansion date.

Talent Support

Background checks, drug screening, reverse sourcing and HR consulting.

Weekly updates

You get a weekly update on every open role, so you always know where things stand.

Take the scorecard on the next page

Ten quick statements. Check the answer that fits, and your score adds up for you. It takes about two minutes.

CERTIFIED WOSB · WBE · MBE · SBE · SWUC / NC HUB · SAM REGISTERED

Energy & Utilities Hiring Scorecard

Yes = 4 points · Sometimes = 2 points · Not yet = 0 points

COMPANY	YOUR NAME	DATE

	STATEMENT	YES	SOMETIMES	NOT YET
01	We start recruiting for key roles before someone gives notice or a new project begins.	○	○	○
02	Every open role has a written scope: must-haves, pay range, schedule and location.	○	○	○
03	Our pay is checked against the market for each hard-to-fill role.	○	○	○
04	We reach qualified people who aren't applying to job postings, not just applicants.	○	○	○
05	Hiring managers give interview feedback within two business days.	○	○	○
06	We make offers within a week of the final interview.	○	○	○
07	We confirm the training and credentials each role needs (such as OSHA 10 or 30, NFPA 70E, NABCEP, NERC or CDL) before a candidate is interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on project and operations leaders.	○	○	○
09	New hires have a plan for their first 30 days, including site safety and switching or electrical safety training.	○	○	○
10	We review every open role each week: candidates in progress, interviews and offers.	○	○	○

Your total score (out of 40) _____

32–40 Strong

Your hiring process is in good shape. Focus on keeping it consistent and planning ahead for key roles.

20–31 Room to improve

The basics are there, but gaps are likely costing you time and good candidates. Start with the statements you marked Not yet.

0–19 At risk

Open roles are probably slowing your work. A focused plan for your hardest roles will make the biggest difference.

YOUR BIGGEST HIRING CHALLENGE RIGHT NOW (OPTIONAL)

Want a second opinion? Send us your scorecard for a free 30-minute hiring review.

Email it to hello@delectusrpo.com, call 800-808-3339 or click Start a Search at delectusrpo.com.