A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Engineering Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Strong engineers are almost always employed, and many are happy where they are. Finding the right discipline, level and license, and then convincing that person to make a move, takes more than a job posting.

WHAT AN OPEN ROLE COSTS YOU

- Delayed designs and project deliverables
- Senior engineers stretched across too many projects
- Lost proposals when you can't name the right people
- Burnout and turnover on the team you have

COMMON HIRING MISTAKES

- Writing job descriptions that list every possible skill
- Screening only for software and missing communication skills
- Not confirming PE licenses and states early
- Slow interviews that let candidates take other offers

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

Engineering 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 contract or 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 PE, EIT/FE and other required licenses, including the states a candidate is licensed in, before they're interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on engineering managers and principals.	○	○	○
09	New hires have a plan for their first 30 days, including the codes, standards and tools they'll use.	○	○	○
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.