A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Environmental & Remediation Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Environmental and remediation work depends on the right mix of credentials, field experience and client skills. The scientists, project managers and field leads who have that mix are usually busy on active projects, and many roles need people who will travel or work in remote locations.

WHAT AN OPEN ROLE COSTS YOU

- Delayed field work and missed regulatory deadlines
- Senior staff pulled off billable work to cover gaps
- Higher costs from subcontracting work you'd rather keep
- Risk to client trust and repeat work

COMMON HIRING MISTAKES

- Posting a job and waiting for credentialed people to apply
- Not confirming travel and per diem expectations up front
- Hiring without checking certifications and training
- Losing candidates to firms that move faster

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

Environmental & Remediation 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 40-hour HAZWOPER, current 8-hour refreshers and any required licenses (such as PE, PG or state asbestos and lead) before a candidate is interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on project managers and field leads.	○	○	○
09	New hires have a plan for their first 30 days, including health and 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.