A QUICK CHECK ON HOW WELL YOUR HIRING WORKS

Rail Hiring Scorecard

WHY HIRING IS DIFFERENT HERE

Rail projects run for years and depend on people with specialized experience in signals, track, mechanical and operations. Few of them apply to job postings, and every role comes with federal safety and training requirements.

WHAT AN OPEN ROLE COSTS YOU

- Delays on long-running capital projects
- Safety and compliance risk
- Overtime and burnout for the teams covering gaps
- Lost knowledge when experienced people leave

COMMON HIRING MISTAKES

- Relying on job postings for signal, track and mechanical talent
- Not being clear about shifts, travel and location
- Checking safety training too late in the process
- Not planning ahead for retirements

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

Rail 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 FRA and FTA requirements, roadway worker protection training and OSHA training before a candidate is interviewed.	○	○	○
08	Someone owns recruiting, so it doesn't fall on operations and project leaders.	○	○	○
09	New hires have a plan for their first 30 days, including rail safety and roadway worker 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.