



# 4 key takeaways from our experiences in hiring engineers





# Introduction

A recent REC study found a **shortage of 59,000 engineers yearly in the UK**. In the US, engineers have an unemployment rate below 1%, and 50% of tech professionals are considering career changes.

The bottom line: **top-tier developers are scarce, and they have options**. If your company offers growth and community, they'll want to work with you. As Bangalore development team experts, we've mastered [hiring engineers](#) in 2020. Let's get started.



# 1. Soft skills are vital

Recruiters and employers often prioritise **technical skills over soft skills** when hiring engineers.

However, **soft skills are quantifiable and crucial**.

You need a team with the right balance of technical and soft skills for business growth. At The Scalers, we emphasise both code and collaboration.

The **first step in our 7-step recruitment process** involves a pre-screening interview to assess a candidate's personality and soft skills.





# Assessing soft skills



During the interview, we ask questions like:

- **How do you communicate technical complexities?**
- **Have you adapted to team restructuring or unforeseen changes? How?**
- **Can you share instances of cross-functional collaboration?**
- **What's your proudest achievement?**
- **How have you resolved conflicts with peers?**

These answers reveal a candidate's thought process, personality, conflict resolution approach, etc.



## 2. Assess, improve, and repeat

No recruitment process is perfect, but finding one that fits your organisation's unique needs is important. Continuously measure, refine, and repeat your recruitment process.

At The Scalers, we regularly evaluate our process using metrics like **candidate success rates, employee retention, and performance reviews**. We also gather feedback from pre-screening interviewers, account teams, and technical coordinators.





### 3. Engaging candidates is paramount

A key lesson we've learned is the value of candidate engagement. Hiring engineers is like **sales, built on strong relationships.**

Engagement starts with the first contact and continues through interviews.

**Keeping candidates informed is essential;** even a brief update matters.

Ghosting hurts your reputation, so treat it as building long-term partnerships, not just speed dating for engineers.





# Our candidate engagement approach

At The Scalars, we place a high priority on candidate engagement. To ensure this, our recruiters:

- Schedule regular follow-up calls with candidates at all stages of recruitment
- Send care packages to offered candidates to convey excitement
- Provide frequent updates on workplace events, key milestones, and client partner product launches

It's all part of our commitment to building strong, enduring relationships with our candidates.







# 4. Practical knowledge-centric interviews

What's the most effective way to conduct a technical interview?

Research indicates that most companies adopt one of two approaches:

1. Some rely on algorithmic and academic interviews
2. Others assess engineers based on skills relevant to their everyday responsibilities







# Practical interviews at The Scalers



At The Scalers, we favour **practical interviews over purely theoretical ones.**

We assess candidates by having them design code using the tech stacks our engineers use. We delve into their **decision-making process, design choices, and technical criteria during evaluation.** We also collaborate with our in-house technical experts and client tech leads to ensure our interview questions are grounded in practical know-how.



# Wrapping it up

In conclusion, **hiring engineers is challenging in today's competitive marketplace**. Top developers are in high demand, so valuing both technical and soft skills is vital. Keep refining your hiring process to meet your unique needs, and don't forget the importance of **engaging with candidates personally** — it's the foundation of solid partnerships.

At The Scalers, we've **fine-tuned our approach to blending talent acquisition with relationship-building**. If you're ready to build an exceptional development team, contact us today!



# Thank you



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