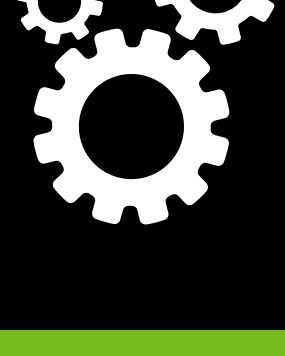




# Get Hired: Engineering Hiring Managers' Top Secrets Revealed

In a recent survey, we asked engineering hiring managers to share how they evaluate and distinguish top engineering candidates. We also asked them about ways professionals can gain an edge in the hiring process to get noticed, and ultimately, hired.



## THE FIRST 15 MINUTES

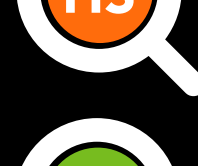
During an interview, 54% of engineering hiring managers know within this short time-frame if a candidate is right for the position.

# 59%

say the most challenging quality to find among candidates is the **RIGHT COMBINATION** of hard and soft skills.



10% SAY CULTURE FIT



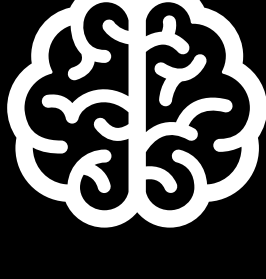
19% SAY HARD SKILLS



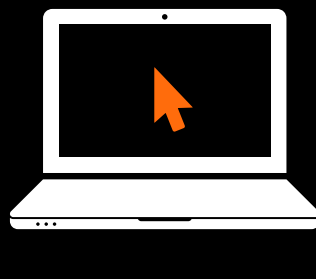
12% SAY SOFT SKILLS

When evaluating candidates, engineering hiring managers are looking for:

### Top 3 hard skills



80% ANALYTICAL/CRITICAL THINKING

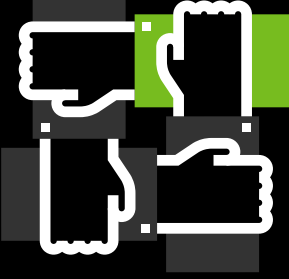


65% TECHNICAL SKILLS (SYSTEM, COMPUTER, SOFTWARE)



59% EVALUATION, ANALYSIS, ACCURACY (TROUBLESHOOTING)

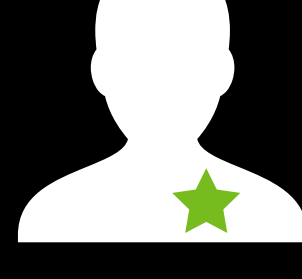
### Top 3 soft skills



85% TEAMWORK/ABILITY TO COLLABORATE



79% ABILITY TO LISTEN AND COMPREHEND



79% A SENSE OF PERSONAL ACCOUNTABILITY

### Résumé is still king

Most preferred format to review a candidate's background:



67% DIGITAL/ELECTRONIC FORMAT



29% TRADITIONAL HARD COPY



2% DIGITAL PORTFOLIO



2% LINKEDIN PROFILE



<1% VIDEO RÉSUMÉ

Make sure you tailor your résumé to the position you're applying for.

# 8 IN 10

match résumé qualifications to the job description when deciding who to interview.

# 65%

say **CULTURE FIT** is important when evaluating candidates.

### Top ways engineering managers assess culture fit:

- ✓ 70%: by asking behavioral interview questions
- ✓ 60%: feedback from others
- ✓ 58%: by listening to candidate questions posed during interview

### Securing the position

Top competitive advantages (when candidate qualifications are equal):



74% REFERRAL BY A CURRENT OR FORMER EMPLOYEE OR CO-WORKER



66% STARTED AS A CONTRACT/TEMPORARY EMPLOYEE WITHIN THE COMPANY



55% COMPLETED AN INTERNSHIP WITHIN THE COMPANY

# 1-4 WEEKS

is the typical time frame from the first interview to the extension of an offer.

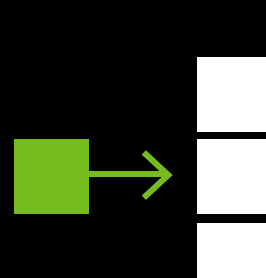
Be patient; 29% of engineering hiring managers say it can take anywhere from 1 to 3 months to hire for a position.

### Nail the interview

Top advice for engineering candidates:



77% BE ABLE TO ARTICULATE PERSONAL ACCOMPLISHMENTS/WEAKNESSES



72% BE ABLE TO CONVEY HOW SKILLS/BACKGROUND ARE A GOOD FIT FOR THE JOB



71% REMEMBER THE BASICS (BE ON TIME, POLITE, WELL-GROOMED, GRACIOUS)



64% BE INFORMED ABOUT THE COMPANY'S KEY PRODUCTS/ SERVICES

### Interview blunders

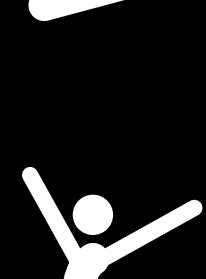
Top mistakes that prevent engineering candidates from moving forward:



86% ACTING ARROGANT, NOT GRATEFUL FOR INTERVIEW



79% INAPPROPRIATE USE OF MOBILE PHONE/TEXTING DURING INTERVIEW



76% NOT SHOWING ENTHUSIASM OR PASSION FOR JOB, CAREER, INDUSTRY, ETC.



74% NOT ARRIVING ON TIME

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Survey methodology: The 2015 Hiring Manager Research (U.S./Canada) was conducted by RDA Group on behalf of Kelly Services. Over 1,000 hiring managers in the U.S. and Canada were surveyed. Participants had direct hiring responsibilities for talent in healthcare, engineering, finance and accounting, IT, and scientific fields. Results represent a cross section of industries and career disciplines. Of the total surveyed, 272 were engineering hiring managers.

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