

# IT Talent Acquisition; the recruiter's view



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**This is our 2nd annual survey of the IT recruitment landscape. A lot has changed in the last 12 months. Social media and job boards are evolving and there seems to be fresh challenges in talent acquisition.**

This year Curo Talent® decided to look at how the views of hiring managers compared to the outlook of executives in the recruitment department. Naturally, there was a difference of opinion on some issues.

We started by asking about forthcoming challenges in the pursuit of hiring IT staff (see Table I). Top of the list was competition for IT talent - it's clearly a vibrant market. Last year the top challenge was finding relevant CVs.

Just outside of the top 5 was high staff churn within the IT department. But while 14% of in-house recruiters believed this was an issue, only 5% of hiring managers agreed. Perhaps because hiring managers don't want to admit there is a challenge in their department, or because recruiters have a more comprehensive view.

**Table I - "What is your greatest IT recruitment challenge?"**

Top 5 IT recruitment challenges	
Competition for IT talent	26%
Attracting candidates that fit company culture	14%
Limited recruitment budget	10%
Finding relevant CVs	8%
Reduced EU candidates because of Brexit	5%

Source: Curo Talent, 2017. Other = 13%

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