

Are Recruiters Truly Annoying? QA Market Perspective

Bugs'a'loud meet-up
2018 05 17



ALLIANCE
for recruitment

YOUR CAREER LAUNCH PAD



Why we are here?



RECRUITERS
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Meet us!



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Alliance for Recruitment

- The **largest** recruitment consultancy in Lithuania
- High performing team of **37** recruitment experts from various different industries
- Main focus is on **International companies** and **Foreign investors**



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Alliance for Recruitment

- During 2017 AFR placed **700** candidates with our clients
- This is the **highest number** in Lithuanian recruitment market delivered **by a single** recruitment company
- Out of these **~37%** are **IT** positions



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Our Clients



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AFR Advantage

- Specialized tech savvy **recruiters**
- We ramp-up new teams **fastly**
- We **know** things you don't know that we know
- We know **how to find** people
- **Partner** not a provider



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AFR Recruiter

- IT certified
- Perfect knowledge of the market
- Briefing sessions with HM, team mates, technical people
- Result oriented



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How do we find people?



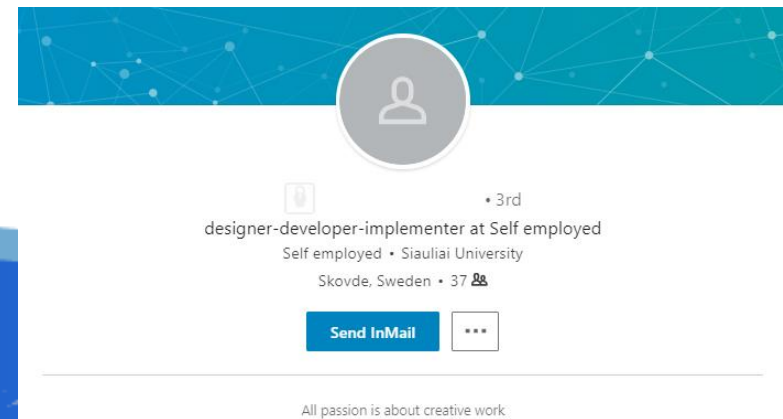
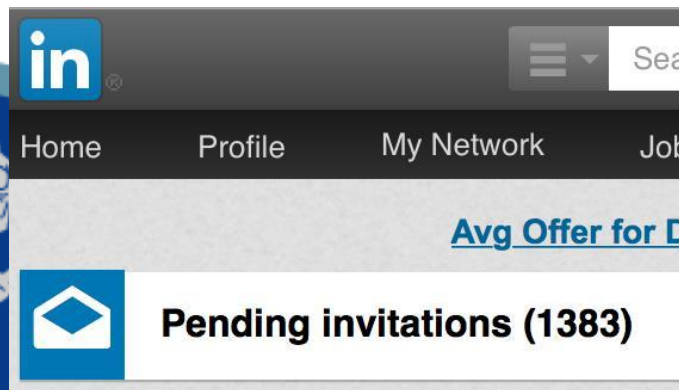
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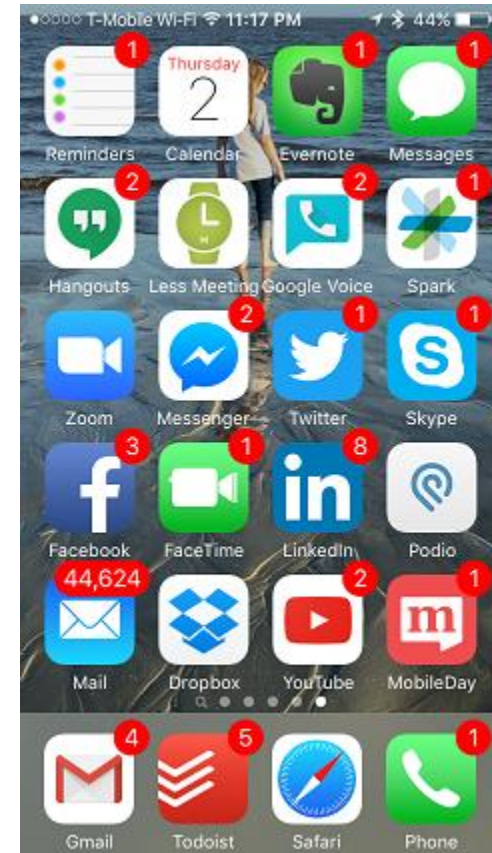
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Sourcing strategy

- **Research:** companies, teams, pools, technology
- **Finding the contact:** internet archives, source code, e-mail compiler, recommendations...



Calling vs. E-mailing



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And when you pick up the phone...

- „No“ is also an answer
- Elaborate what do you think of position
- Elaborate what do you think of employer
- If not now - let us know **when** to contact you
if not now (3 months, 6 months, when your
contract/project ends)



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Where do we use this information?



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Challenging our Clients

- Salary ranges
- Seniority levels/team structure
- Tech-stack requirements
- Employer brand awareness
- Recruitment process duration



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During an Interview @ AFR

- Recruiter from agency ≠ Internal HR
- Be upfront: just „shopping“, have 0 interest, came to receive a counter offer, learn about new positions in the market
- Let recruiter know stuff: paternity/maternity/
visa situation/counter offer availability/offers on a table



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In a nutshell...

Advocating for our candidates and shaping the market

Let's have a chat!



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QA Market Perspective



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Bigger picture

- Demand for QA specialists is booming since 2016
- Number of open vacancies within our client companies has doubled since 2016 in comparison to the period of 2012-2016
- ~1000+ skilled QA specialists are visible on social network



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Companies that mostly get into our radar

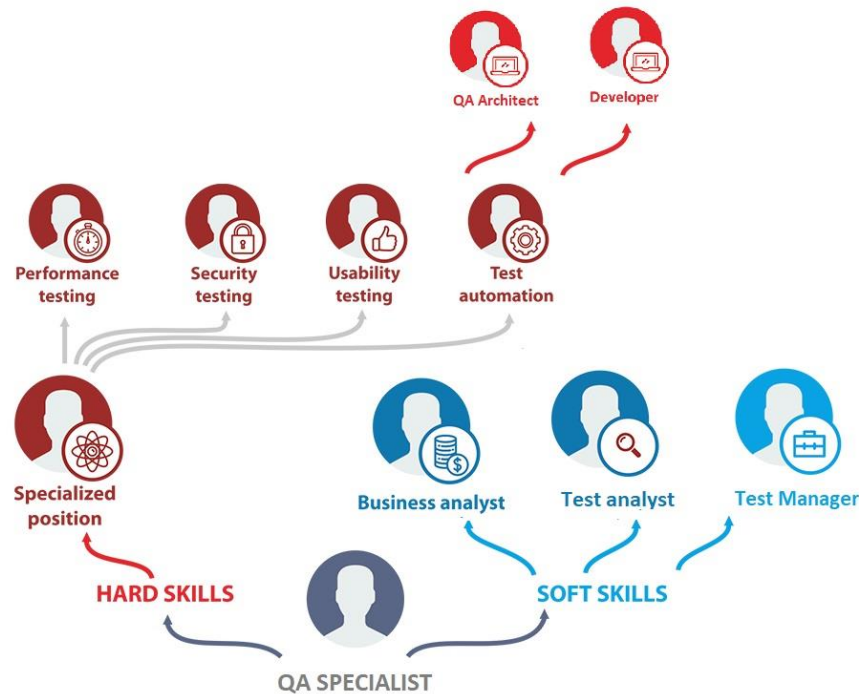


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New roles emerging



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What salary can I expect?

| Role | Seniority | Average salary (net) |
|--------------------------|-----------|----------------------|
| QA Specialist (Manual) | Junior | ~1000 euro/month |
| QA Specialist (Manual) | Regular | ~1300 euro/month |
| QA Specialist (Manual) | Senior | ~1700 euro/month |
| QA Engineer (Automation) | Junior | ~1200 euro/month |
| QA Engineer (Automation) | Regular | ~1500 euro/month |
| QA Engineer (Automation) | Senior | ~2200 euro/month |



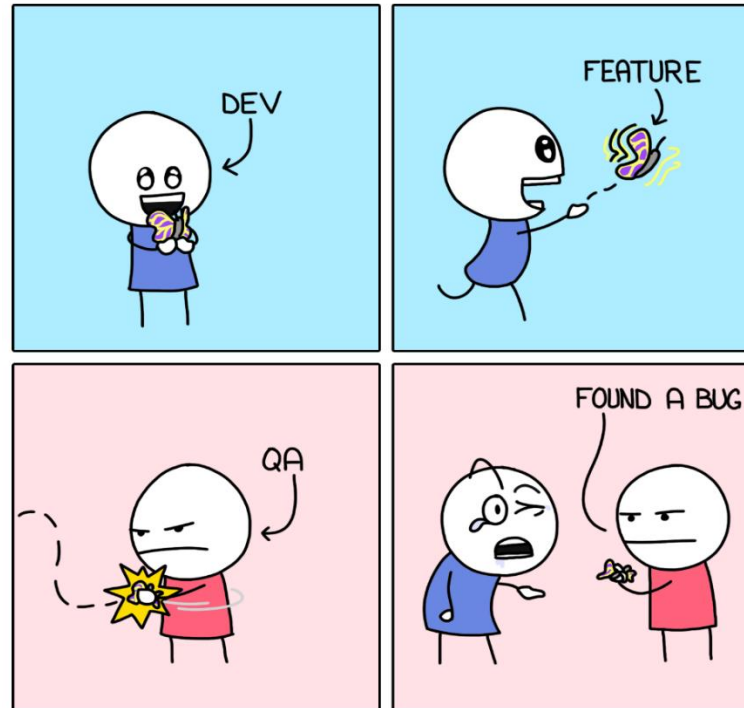
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Communication is the KEY!

THE STRUGGLE



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Tendencies on the tech side

- Test automation essentials: Selenium + Java or C#
- Rising demand for Test Automation Engineers with JavaScript experience
- Certificates

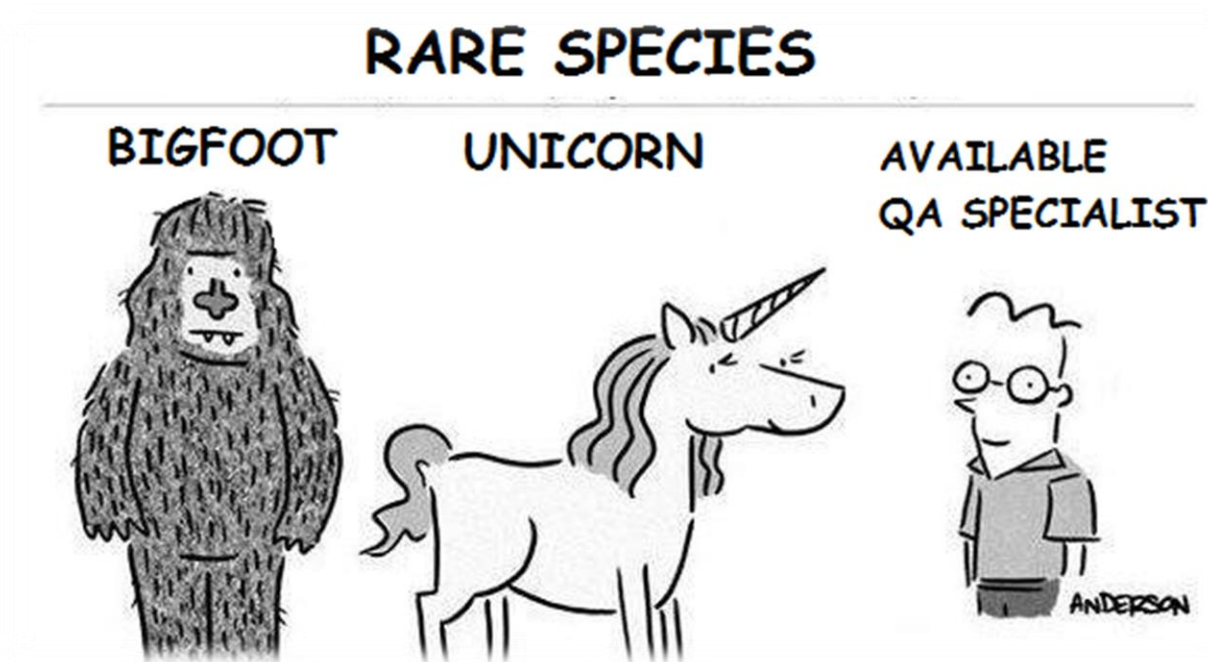


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Perfect candidate – easy to find?



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Recruiter knows the stuff

- Continuous experience within area of expertise
- Market knowledge
- Constant contact with QA specialists
- Consulting clients on what is happening within the market



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We know our audience 😊

- QA specialist`s profile
 - ✓ Curious
 - ✓ Detailed-oriented
 - ✓ Able to notice every single grammar mistake
 - ✓ Checks all hyperlinks within a job ad
 - ✓ Likes visuals
- Do your homework!
 - ✓ Learn tech-language
 - ✓ Personalized e-mails
 - ✓ Key points of interest for every single phone call
 - ✓ Follow-up and keep the contact with the market continuously



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What value we bring ?

- Market overview
- Insights about new companies coming to town
- Detailed information about current job openings
- We listen to **your expectations** for future job



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Counter offers

- 57% of employees **accept** counter offers made to them
- 80% of candidates who accept a counter offer from their current employer end up leaving **within 6 months**
- **9/10** candidates who accepts it leave current company within **12 months**



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