

Flashii

The Secret to Hiring Success



5 STEPS TO HIRING GENUINE, EXPERIENCED AND CREDENTIALLED APPIAN OR PEGA CONSULTANTS

Time is of the essence when recruiting the most suitable high-caliber Appian and PEGA developers, as your project should be handled as soon as possible. Done in-house, recruiting a developer can take anywhere from a few weeks to a couple of months.

The 5 steps to hiring genuine, experienced, and credentialed Appian or PEGA consultants:

1. Understand what your business needs and which level of expertise to hire.

Be clear from the beginning of the details of the project to complete, as each project requires different levels of expertise. Naturally, the candidate's level of expertise also differs, which would determine the credentials and the past hands-on experiences to consider.

2. Verify each candidate's certification.

Once you've got a pool of applicants, you'd need to verify them for their certifications. Appian and PEGA certified candidates can be verified through the academies and institutions where they attended the training.

3. Verify each candidate's online profile.

Vetting a candidate's online profile for any discrepancy sounds trivial, but it actually means a great deal in catching potential problems. For instance, many job applicants don't tell the

truth about their experiences, which might be able to be "caught" early by scrutinizing their online profiles, such as LinkedIn resumes.

4. Verify each candidate's hands-on skills and experiences with a coding challenge.

Hands-on experiences must be verified by actually having them working on coding tasks. With our proven tool, we can accurately pinpoint which candidates are truthful about their expertise and which aren't. Inflated resumes can be discerned confidently with hands-on coding challenges.

5. Interview shortlisted candidates on the phone and/or video.

This step of the selection process is required to ensure that the candidate's communication skills are up to par and project team members can collaborate well with each other. However, interviewing technical candidates require specific skills, such as grasping the nuances and the ability to discern whether the candidates are being truthful or not.

The fastest way to hire Appian and PEGA consultants is by outsourcing the process to a professional recruiting solution, such as Flashii. We have more than 20 years of combined experiences in hiring the best technical professionals, including Appian and PEGA developers. And we can deliver pre-vetted candidates within days instead of weeks.

Our hiring process is simple. It only requires you contacting us with project scope or job description, and we'll do the rest.

We'll tap into our pool of consultants and get back to you with suitable candidates to choose from. Each candidate has been pre-vetted, meaning their experiences and credentials have been verified, and they have passed the coding challenge for hands-on experiences.

The logo for Flashii, featuring the word "Flashii" in a stylized, handwritten-style font.

Patrick Hanegan, patrick@flashiiapp.com

408-888-5533