



The Secret to Hiring Success

5 MISTAKES RELATED TO HIRING DATA PROFESSIONALS



In general, there are 5 mistakes related to hiring data professionals.

1. Don't have a solid purpose.

Considering data science is receiving a lot of media attention; recently, many companies attempt to follow the footsteps of notable businesses by riding this wave. However, some companies don't have enough understanding of how to use it for improving their business. If you're looking forward to hiring data professionals, make sure to understand what their roles are and which data sets would be invaluable for making your business decisions.

2. Make an unprepared contact as a recruiter.

Recruiting data professionals require you to spell out the job description and go into the specifics. Learn the terminologies, the names of the tools and the programming languages that are popular among data professionals and each level of experience comes with their own distinctive tools and methodologies. If you don't have sufficient knowledge on the roles, the projects to perform, the skills required, and the tools used, it would be difficult to hire the right people with the proper levels of skills.

3. Don't have a realistic expectation.

By recognizing the boundaries of each data professional, you can make more solid and responsible hiring decisions. For instance, an advanced data analyst might not be able to perform what a mid-level data scientist can. And what a data engineer can perform effortlessly might not be what a data scientist can and vice versa. You simply can't expect someone to work beyond his or her own area expertise.

4. Hiring less experienced data professionals first.

When you hire less experienced professionals first, you can't rely on them for more advanced hiring decisions. However, if you have more experienced experts, you can definitely depend on them when it comes to hiring less advanced professionals. Thus, it's always recommended to hire more sophisticated and more experienced employees before hiring less experienced and mid-or-entry-level individuals.

5. Demanding instant results.

We all need results as fast as possible, but often it isn't possible. We need to be patient when it comes to getting good results, including during the hiring process of data professionals. We can expect to find candidates with certain qualities, skills, credentials, and personality traits, but people come with their own strengths, and each candidate is different. It would require some time to select the right persons for the positions, which is acceptable.

The fastest way to hire data professionals is by partnering with a solution provider with vetted candidates or considering a recruitment consultant, such as Flashii. We have more than 20 years of combined experiences in hiring the best technical professionals, including data professionals: data scientists, data analysts, and data engineers. 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 data professionals 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.

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