Finding Qualified Candidates in the Workforce

RECRUITING – What Are Employers Looking For?

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PRESENTATION OUTLINE

➢ Job Search Fundamentals

➢ Going in for the Interview

➢ What do employers want?

➢ Other considerations…
Who’s participating in this summit?

- Port and other maritime industry professionals
- Education professionals

How could we make this interesting and relevant for you as a potential jobseeker AND as a hiring manager?
FUNDAMENTALS OF THE JOB SEARCH

How do you find each other?
  • Job boards, LinkedIn, Network, Recruiters

How you present your credentials (and communicate) can be key.
  • Resume, cover letter, thoughtfulness in applying, follow directions, provide what’s requested, responsiveness, proactiveness, engagement in advance.

Will there be a first meeting?
  • Did you (your credentials) convince the employer that your experience fits the bill?
First impressions
• Attire, “exec. presence”, eye contact, comfort level, engagement with team.

Being prepared
• Learning all you can! Online research (website, news), board meetings, financials, colleagues, department/org. structure, the team, hiring objectives, “back story” on the vacancy.

Talking about yourself (concisely!)
• What’s the first question likely to be??
GOING IN FOR THE INTERVIEW

Organized thoughts/communication

• Lots to cover. Have a few talking points written down so you don’t forget key things you want to share.

Read your audience (and learn what you can about them beforehand)

Position yourself effectively

• Honesty about gaps, but accentuate the key areas where you know you match.
• Know the competition (if possible).
Should you have prepared questions for the end of the interview?

Immediate follow-up. Email thank you right away!
WHAT DO EMPLOYERS WANT
(CONTINUED)

▪ The best fit for the company/department/organization...today!
▪ Flexibility/adaptability/transferrable skills (current and future needs)
▪ Examples: terminal hires, local port, Central Coast port.
▪ A hope that the relationship will last!
Your background is ideal for the job!
  - Or is it?

What are some reasons you might not get the position?
Deficiencies in experience.
Tough competition.
Personal qualities/fit/reputation
Geography
Insider advantage
You got it!!! What could possibly go wrong?

• Org. changes (RIF)
• You (or they!) didn’t get what they signed up for!
• Wishful thinking!
What Could Possibly Go RIGHT???

- Only how much BETTER you (or your hire) is than expected.
- Be that hire! The one who:
  - Challenges him/herself
  - Is impactful to the department/organization
  - Does what you say you’ll do (and more!)
  - Performs with professionalism, integrity, purpose
  - Is a good role model for others – sets the bar high.
WHAT DO YOU WANT???

✓ What’s important to you? Is this organization and job the right match for you?
✓ Why would you leave your current position?
✓ What’s the “hook” that would make you jump?
✓ Possible considerations from a career perspective.
✓ What are you willing to invest and will the organization invest in/value you?
THANK YOU FOR INCLUDING ME TODAY!

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