Robert Walter Releases Tech Guide FIVE LESSONS IN TACKLING THE TECH TALENT SHORTAGE

Bangkok 06 June 2019 – Robert Walters, a specialist professional recruitment consultancy from the United Kingdom, releases its technology guidebook on how companies can attract and retain the very best tech talent in order to help them accelerate their businesses.

The five learnings put forth in the technology guidebook are based on the insights gained from interviews with the nine tech executives in renowned companies. Additionally, Robert Walters conducted a survey with nearly 400 technology professionals and hiring managers across South East Asia.

There are five main lessons outlined in the guidebook:

1. Go the extra mile

Employer branding is very important in the recruitment process. By building a strong and positive employer brand, this will help to attract the right talent. Widening the search to reach out to an untapped pool of talent can also help to overcome the shortage of tech talent. A review of the recruitment process such as shortening it or investing in engaging the candidates can help job seekers feel more valued and appreciated.

2. Bring the meaning back to benefits

Incorporating more flexibility in the benefits package offered based on individual preferences can be an effective tool to attract and retain tech talent. The top three benefits tech professionals consider when choosing a company are: flexible hours (58%), insurance for the family (49%) and remote working (46%).

3. The whole is greater than the sum of its parts

When searching for a candidate to fulfil a role, it is important to consider high potential candidates instead of waiting for the perfect person. Another consideration is to how these high potential candidates can fit into the team and grow them into the role.

4. Encourage 360 learning

In addition to more traditional, workshop-style training session, companies should also think about holistic learning and development opportunities to motivate and retain their tech talent. The top three training opportunities tech talents are most interested are: training workshops/courses on technical skills (61%), cross-functional project involvement (36%), and training workshops/courses on soft skills (34%).

5. It begins from the top

The company’s leaders determine its culture and direction. For tech and non-tech alike, it is important that business leaders believe in the value of technology and how it can accelerate the business. This involves setting aside time and resources to allow tech teams to innovate, helping tech teams and the business communicate and showing tech talent the value of their work.

“Based on our survey[1] 68% of respondents who were hiring managers took 3 months or more to fill an open tech position on their team. On a scale of 1 to 10, with 10 being the hardest, tech hiring managers rated the difficulty level of hiring talent on an average score of 7. Business productivity and innovation were impacted as 7 in 10 hiring managers interviewed shared that the shortage of tech talent negatively affected their speed of product development. To help solve this challenge, we spoke with forward-thinking business leaders, HR experts, hiring managers and tech professionals

across South East Asia and put together the insights we gained with five lessons in tackling the tech talent shortage." Julian Meissner, Manager of the Information Technology Division, shared a brief statistic from the guidebook's survey.
Wareerat Toni Kitchaixankul, Associate Director, Talent Acquisition, Tencent Thailand shared, "At Tencent, we have launched various programmes to address the skills gap. In Thailand, we offer comprehensive management and professional development pathways and work closely with industry bodies and other organisations to attract and retain talent by offering opportunities to grow both vertically and horizontally. As a case in point, many of our executives in Thailand studied and worked in engineering but are now in different functions, such as tech. These, combined with our dynamic culture and open communication, have had a notably positive impact on our recruitment and retention efforts. Tencent Thailand now ranks as one of the top five workplaces of choice among the tech companies in the country."
For more information on the e-guidebook as well as Robert Walters in Thailand, please visit www.robertwalters.co.th.

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Notes to editors:

1. Robert Walters is one of the world's leading specialist professional recruitment consultancies and focuses on placing high-calibre professionals into permanent, contract and temporary positions at all levels of seniority. The Thailand office specialises in placing candidates on a permanent basis in the following disciplines and industries: accountancy & finance, banking & financial services, legal, human resources, information technology, sales & marketing, supply chain, procurement & logistics as well as technical healthcare. Established in 1985, the Group has built a global presence spanning 30 countries and regions.