

EDI Recruiters

Some of the folks you will run into at “U Connect” are RECRUITERS. Don't have to look for them. They will find you. They are interested in both those who do the hiring and those who want to be hired. Talk to them, they are all good people.

I have always been interested in the EDI job market because as a project manager I depend on finding the best staff I can. Like everything else, recruiting is predominately outsourced to agencies. Used to be that most agencies “couldn't even spell EDI”. But as the industry has matured, so have the agencies. Their approach to advertising seems to take three general approaches:

- (1) The “long-winded approach”: a full job description including experience, education, numerous nice-to-have attributes, plus a “sell job” on the client's business, great location and company benefits.
- (2) The “mechanical” approach: Just enough information to get the prospect to click on a “apply now” button. The recruiting form that has to be completed asks numerous questions (some very unrelated to the actual job requirements). The object of this exercise is to populate an extensive database that can be used for screening, ranking, etc.
- (3) The “tease” approach: Short and to the point. Object is to collect resumés which can then be analyzed by an actual human.

Sometimes I feel recruiters place too much emphasis on technical requirements such as translator experience (a “hard” answer) versus knowledge of EDI overall purpose and practice (a “soft” answer). You, the client should stress that technical requirements are open to “similar” skills

I personally am open to (in my case, for consultants) over the age of 50 because I like to take advantage of someone's experience. Even for “permanent” positions, clients should be more open. Statistics show that EDI employees stay on the average of only 5 years anyway.

Interviews have three reasons to exist:

- (1) get to know the potential employee/consultant: interests, accomplishments, etc.;
- (2) validate the individual: can he/she do the job;
- (3) convince them why they want to work for your company/client. If the interviewer fails to do all of these, then they have dropped the ball.