

WENTWORTH *TalentMetric* RECRUITING

The Wentworth *TalentMetric* Candidate Talent Map tells you

- there IS a pool of generally qualified candidates.
- the compromises are minimal
- 5 candidates meet or exceed goal
- lowest scores are of an internal candidate...the company can do better from the outside.

SAMPLE COMPANY INFRASTRUCTURE MANAGER		Goal	Sam Jones	Mary Becerra	Bill James	Jorge Ramirez	Betty Axel	Harry Atkinson
Job-Related	Has demonstrated effective management of i-Series servers.	3	1	2	3	4	3	2
	Has demonstrated effective management of PC hardware with Windows XP operating system and MS Office Suites in an IT environment of the size of our client.	3	4	4	3	3	3	2
	Has demonstrated competence in upgrading infrastructure-focused software.	3	4	3	3	4	3	2
	Has demonstrated effective oversight of vendor-managed networks.	3	5	3	4	3	2	3
	Has effective experience managing Win 2003 infrastructures (or newer).	3	4	3	3	3	3	2
	Has demonstrated the ability to develop and deploy comprehensive infrastructure-focused security applications (principally, firewalls).	3	4	4	3	3	3	2
	Has demonstrated effectiveness working with Active Directory.	3	4	3	3	3	3	2
	Has demonstrated effective management of LAN/WAN networks.	3	3	4	3	3	3	2
	Has demonstrated effectiveness in negotiating and managing vendor contracts for materials or services.	3	3	4	4	3	3	2
	Has demonstrated the ability to negotiate and administer software license agreements.	3	3	3	3	3	3	3
	Has demonstrated effectiveness in Unix-based operating systems.	3	4	3	3	1	2	2
	Has demonstrated effective management of back-up and business continuity issues.	3	4	3	4	3	3	2
	Has demonstrated competence in describing complex technical issues in clear and understandable lay language.	3	3	3	4	3	3	3
	Has demonstrated the ability to develop, implement and maintain IT-relevant policies.	3	4	3	3	3	3	2
	Has demonstrated competence with system performance and monitoring tools.	3	3	4	3	3	3	2
	Has proficiency in Microsoft Office suite.	3	3	4	3	3	3	3
	Has demonstrated sufficient familiarity with methodologies for configuring, deploying and maintaining telecommunications (phone systems, cell phone and devices, and PDA devices).	3	3	2	3	4	3	1
Has MCSE in Win 2003 environment.	3	4	2	1	2	2	3	
Has degree in computer science or related field, or comparable experience.	3	3	3	3	3	2	3	
Job-Related Average	3.0	3.5	3.2	3.1	3.0	2.8	2.3	

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SAMPLE COMPANY INFRASTRUCTURE MANAGER			Mary	Jorge	Harry			
Cultural/ Organizational	Goal	Sam Jones	Becerra	Bill James	Ramirez	Betty Axel	Atkinson	
	Has demonstrated effective managerial skills as indicated by the performance of his or her group of subordinates.	3	3	4	4	4	2	
	Has demonstrated the ability to contribute to the formulation of IT strategy in a similarly complex IT environment.	3	3	3	4	3	2	
	Has proven project management skills by achieving goals when leading a project team.	3	4	4	4	4	3	
	Demonstrated experience identifying staff vacancies, recruiting, interviewing and selecting applicants in an IT organization of the size of this client.	3	3	3	3	3	1	
	Has demonstrated the taking of initiative while working with little supervision.	4	3	4	3	4	2	
	Has demonstrated the ability to develop and maintain collaborative relationships with individuals at all levels of the company.	3	4	3	4	3	3	
	Has demonstrated the ability to instill effective process discipline within an IT organization.	3	4	4	3	4	2	
	Has consistently demonstrated him or herself to be a team player.	3	3	3	4	3	3	
	Demonstrated analytical approach to problem solving.	3	4	3	3	3	3	
	Successfully applies excellent time management skills and disciplines.	3	3	3	4	3	3	
	Has demonstrated the ability to see the "big picture", but is also attentive to the details.	3	3	4	4	3	2	
	See challenges as creative opportunities and greets them with enthusiasm.	3	3	4	4	4	3	
Cultural/ Organizational Average		3.1	3.3	3.5	3.6	3.4	3.4	2.4
OVERALL AVERAGE		3.0	3.4	3.3	3.3	3.2	3.0	2.3

The Intention of Wentworth *TalentMetric* Talent Maps is to make the available labor pool vivid to our clients.

- If the recruiter has not done a good job, it will be obvious because the pattern will not be familiar to the hiring manager.
- If the labor market just does not offer up the qualities that the hiring manager wants, s/he will have had trouble filling the job or others will corroborate that they have had trouble.
- If talent abounds, then the hiring manager will be able to make a very informed choice.