

[TRENDS - SKILLS]

Invest in soft skills for success

Technology recruiter point to shift in hiring practices

BY KIMBERLY GUEST

IF YOU WERE at the top of the class while completing your engineering course and yet find yourself battling to secure a new job or promotion opportunities, then the problem may actually be you .Or, more accurately, your lack of softer skills.

Louise Huyser, Recruitment Manager at The People Business (TPB), explains that while technical skills are still essential companies are increasingly looking for candidates both within and outside the organization who will encapsulate growing demands for services orientation.

“The stereotype of IT geek still exists and while lack of people skills may have been tolerated in the past, today's IT person has far more customer facing and managing role. As a result those candidates that present both technical and non-technical skills quickly move to the top of the pile,” she explains.

This does not necessarily mean that networking specialists should run



Louise Huyser - Recruitment Manager from The People Business Group

out and hug a tree, she laughs; instead, a person should discuss with his or her company the possibility of pursuing courses on project management, conflict management, and change and the communication skills. When applied, these skills can be valuable not just for the company, but for the confidence and job satisfaction of the person but people that he or she is required to interact with.