Busy Signal

Finding the right mix of capability, credibility and culture fit, can often make the interview process a long and daunting task for both hiring managers and technology professionals. Through the process, anxieties and hopes can mount on both sides in anticipation of an offer extended or accepted. However, for every job filled, some technology professionals lose out.

And while it may not come as a surprise, many candidates are gun shy to follow up and ask why? According to a recent survey by Dice.com, only 18 percent of technology professionals either speak with the HR professionals (9%) or managers (9%) in charge of the recruitment process to ask why they were not chosen for a position.

What we find surprising is that the onus for feedback seems to rest squarely on technology professionals alone. For the few that do reach out to hiring managers for constructive criticism, many are left with no response at all. Legal considerations play a role, but shockingly, we found that an astounding 52 percent of technology professionals attempt to receive feedback but never get a reply – as compared to the 30 percent that don't try at all.

This is troubling. There needs to be a mutual give and take of information between hiring managers and candidates. The benefits of returned calls are an improved company reputation, as well as an improved hiring manager reputation. These benefits outweigh the time and legal restraints it takes to address the tech professional's questions.

With an unemployment rate among tech professionals of 4.3 percent, it's only getting more challenging to find the three c's – capability, credibility and culture fit. In a networked community like technology, putting your company at the top of best practices pays off.

Enjoy this issue of the Dice Report.
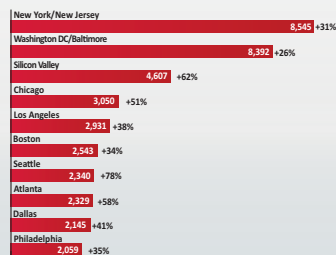
Tom Silver
Senior Vice-President
North America

Dice by the Numbers

As of November 1, 2010*

Available Tech Jobs	72,673
Full-time Positions	44,199
Contract Positions	32,666
Part-time Positions	1,553

Top Tech Metro Areas

Based on the number of jobs posted by zip code on Dice as of November 1, 2010 and the change as compared to the same period a year ago.

Metro Area	Jobs	Change
New York/New Jersey	8,545	+31%
Washington DC/Baltimore	8,392	+26%
Silicon Valley	4,607	+62%
Chicago	3,050	+51%
Los Angeles	2,931	+38%
Boston	2,543	+34%
Seattle	2,340	+78%
Atlanta	2,329	+58%
Dallas	2,145	+41%
Philadelphia	2,059	+35%

Do you seek feedback from HR or hiring managers when you don't get the job?

Yes - I talk to HR	9%
Yes - I talk to the manager	9%
I would but no one gets back to me	52%
Why bother?	30%

Dice report

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* A single job posting may reflect more than one skill, location or type of position; therefore total figures for those attributes may be greater than total jobs posted.