

Recruiting & Hiring SAP Talent in 2022

Ben Welch

The logo for AscendN, featuring the word "AscendN" in a bold, black, sans-serif font. The letter "A" is stylized with a green diagonal line through it. The background is a green gradient with a fine, repeating pattern of the word "AscendN" in a lighter shade.

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Challenges



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Challenges

- ▶ Lots of competition
- ▶ Remote vs. on site
- ▶ Rising compensation
- ▶ Long term vs. short term commitment
- ▶ Retention

Challenges

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How to Make it Easier?

- ▶ Have a plan
- ▶ Succession and backup
- ▶ Know the market
- ▶ Short term vs long term solutions
- ▶ Have a couple good partners

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Standout

- ▶ Why is it awesome to work at your company?
 - Culture
 - Team
 - Projects
 - Technology
- ▶ Don't just compete on price, offer perks
 - Remote work
 - New skill training
 - Flexible hours
 - Career growth plan
 - Company events

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Awesome Interview Process

- ▶ Organized
- ▶ Thoughtful
- ▶ Proactive
- ▶ Efficient

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HR is Your Friend

- ▶ Build a partnership
- ▶ Educate Recruiting
- ▶ Get creative

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Anything you want to
chat about?

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Thank You 😊 !!!

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