



eTEC™



RECRUITING MODEL

systemware
PROFESSIONAL SERVICES

Hiring made easier... by delivering Quality and Speed

Systemware Professional Services extensive eTEC™ Recruiting Model is supported by internal standard operating procedures that provides a proven methodology to ensure that the right candidate is matched to the right client requirement consistently.



Pre-qualification

Each candidate goes through a series of screenings with our internal Systemware PS team. Our first screening, a phone screen is done to pre-qualify the candidate based on his/her work history, qualifications, capabilities, career goals and salary history.

Qualification

Once we have determined that a candidate meets our pre-qualification criteria, he/she is invited into the Systemware PS offices for an in-office interview with a member of our professional recruiting team. This in-depth, more intensive interview enables the Systemware PS team to paint a more complete picture of the candidate. The Systemware PS recruiting team is trained to evaluate employment history, stability and progression, compensation history as well as soft skills such as presentation, communication, energy and character.

Technical Assessment

An in-depth technical evaluation of each Systemware PS candidate's skills within various technologies, platforms and disciplines is conducted by our in-house technical staff, an on-line technical tool or by one of our Systemware PS consultants who is a subject matter expert in that particular skill set.

Reference Verification

By contacting the candidate's references, our evaluation grows to include previous managers and peers that provide valuable feedback. More than just verifying work history, the Systemware PS recruiting team gathers input on job performance, leadership qualities, teamwork and character traits. This additional insight can reveal candidate traits which are not evident within the interview process.

Marketing Assessment

As a result of this process, the selected candidate then is interviewed by the Systemware PS Account Manager. Together with the feedback, evaluations and assessments, the Account Manager meets the candidate to ensure that both their technical and soft skills meet the client's requirements, work environment and our overall Systemware PS profile.

REACH NEW HEIGHTS
WITH THE RIGHT
PEOPLE, PROCESSES
AND TOOLS.

OUR COMPANY:

Systemware Professional Services, Inc. is a woman owned information technology consulting company founded in 1991. As a privately held company, our business decisions are predicated on long-term objectives that result directly from our understanding our client's goals. Our mission is to earn a trusted partnership with our clients and consultants by solving critical business problems with innovative technology services delivered by a team of talented, energetic and passionate professionals.

Systemware PS is an Equal
Opportunity Employer



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