The Impact of Remote Work on IT Recruitment

More companies now embrace telework as a recruiting tool to lure top candidates. 61% of workers continue to work from home "because they want to." The COVID-19 pandemic altered the way we work and interact with our colleagues. The information technology industry is no exception.

Top candidates in the field now gravitate toward companies offering work-from-home options. Successful IT recruitment must meet the demand of workers.

Are you having trouble navigating the work-from-home labor market demands? Read on to learn the impact of remote work and successful recruiting strategies.

The Benefits of Remote Work for IT Professionals and Companies

Folks who work from home want to continue doing so for the same reasons no matter the industry. Working from home provides more flexibility and work schedule autonomy. Eliminating long commutes helps workers achieve a sustainable work/life balance.

Tailored Schedule

The nine-to-five isn't for everyone. Remote work frees people from that arbitrary schedule. Some folks have hard-wired sleeping patterns that make them more productive at night. Working from home allows the estimated 8.2% who naturally fall asleep well past midnight to work more productively.

Night owls aren't the only beneficiaries of a tailored schedule. Members of remote teams with children or who are caring for elderly family members can more easily adjust their workdays to meet their needs. School, activities, and

doctor's appointments can all fit around a remote work schedule.

Location Flexibility

Remote working liberates workers from living in one place. Housing costs are a substantial barrier for talent recruitment. The average Auckland home price is now over $1.12 million. Remote work helps workers save money by not requiring them to leave near the physical office.

Information technology workers can work from anywhere in the world. It's fantastic perk for those who love travel. Now, a remote worker can leave whenever they want rather than worrying about vacation time, etc.
The work-from-home freedom and flexibility lets employees work *during* travel, increasing overall productivity.

Talent Access

Companies are no longer limited to hiring employees who live near their offices. Nor do they have to recruit workers to a specific location. Instead, they can hire the best talent from anywhere in the world.

Companies don't have to pay for the moving expenses of top talent. Working remotely also saves money on office space and other expenses associated with maintaining a physical office.

Cost Effective

Maintaining a physical office space costs a lot of money. There are equipment costs, supply costs, and utilities costs. Add to that the rent or mortgage on a competitive office space.

The dramatic shift to remote working brought on by COVID-19 cost companies a lot of money, but it may save them money long-term. Reassessing what's needed for a physical footprint in the remote work era means downsizing, which will cut costs.

Challenges of Remote IT Recruitment

Remote work isn't a panacea. Companies and the recruiting industry now face challenges unthought of only a few years ago.

Finding the Right Candidates

With telework, recruiters are no longer limited to candidates who live near the company's physical office. Having a larger recruiting pool has its benefits. Worldwide talent access also means companies must be more selective during the hiring process.

With resumes coming from all over the world, companies must now employ a rigorous interview process to make sure the candidate possesses the desired skills.

Muted Company Culture

All companies have clear values and try to foster a company culture based on those values. The physical office is where the company traditionally builds and maintains that culture.

Now, companies who permit work from home use digital office spaces and Zoom happy hours to foster and promote their company culture. These are useful tools, but the technology has limitations.

People working on remote teams often interact with coworkers through email and text. Without face to face interaction, workers are less likely to form the types of meaningful relationships needed for collaboration. Diminished relationships hamper IT work.

IT professionals work on complex projects requiring intense collaboration. Companies need the right tools and technologies to facilitate remote communication.

Impact of Remote Work on Diversity and Inclusion In IT Recruitment

One in five working people in New Zealand have some type of disability. While a significant number of those folks don't face challenges finding paid employment, it is true that workers with disabilities are less likely to find meaningful employment.

In New Zealand, employers must make "reasonable accommodations" for the needs of a disabled worker. These reasonable accommodations may include:

- Modifying office workspace
- Changing or deligating some job tasks
- Tweaking work hours
- Constructing facilities for assistance dogs

These reasonable accommodations, though required, can become expensive. Remote work reduces the financial cost associated with hiring people with disabilities.

That said, remote working isn't an excuse to not make an office "disability confident." While remote work is an accommodation option, companies should always keep their physical space accessible for those with disabilities.

Remote Work and the Future of IT Recruitment

Remote work fundamentally changed the way we work and interact with our colleagues, and the IT recruiting industry is no exception.

While teleworking offers many benefits, it also presents some unique challenges when it comes to IT recruitment and team management. To be successful in a telework environment, companies need to have the right tools and technologies in place.

Distance work is an inevitable trend in the workforce. If you're looking to take the next step in your remote work career, contact us at Sourced today. We can help connect you with employers in Christchurch and Auckland!