

ASSET

MANAGEMENT

SEARCH SPECIALISTS

FACILITIES

CONSTRUCTION

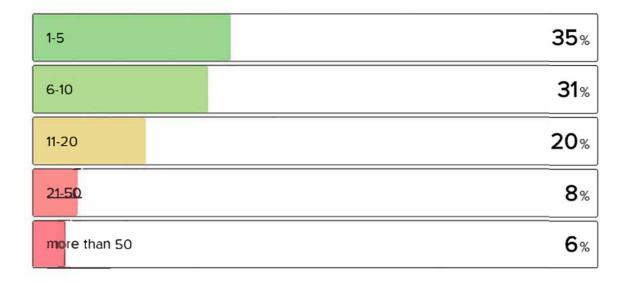
REAL ESTATE

DESIGN

October 2019

Texas Architectural Firms
Strategic Talent Acquisition Survey

How many people has your firm hired in the past 2 years? (Your individual location if you are with a national firm)



How does your firm typically identify candidates to interview?

Word of mouth / internal referrals	92%
Online advertising on firm's website	80%
Online advertising on 3rd party website (LinkedIn, Indeed etc.)	33%
Social media posts about open positions	
Advertising through industry media and websites	12%
Internal Recruiting / Human Resources group	49%
Use retained search firm to specifically develop candidates 65	
Use contingent search firm to generate candidates	55%

Through which channel(s) were the people you hired found?

Word of mouth / Internal Referrals	76%
Online advertising on firm's website	12%
Online advertising on 3rd party website (LinkedIn, Indeed	etc.) 6 %
Social media posts about open position	2%
Advertising through industry media and websites	8%
Internal Recruiting / Human Resources group	31%
Retained search firm	65%
Contingent search firm	20%

When you are actively looking to hire do you promote that you are? If so how?

No we do not actively promote - just post positions online	63%
Might make a few posts on social media	45%
Ask current team members for referrals	76%
Use a systematic campaign to promote open positions 2	
Promote on industry media and websites	14%
Passively reach out to previous applicants and referrals	6%
Actively contact and recruit previous applicants and referrals	10%
Utilize recruiters to promote open positions	71 %

Does your firm have a strategy to attract and deliver your message to candidates being interviewed?

No	12%
We think we say and ask the same things	37%
We have talking points and a list of questions prepared by Management / HR	
We have a general briefing prior to conducting an interview	39%
We do a thorough prep with the interview team prior to to conducting interviews	4%

How do you respond to candidates who apply for a position and are NOT selected for interview?

We don't / I don't know	14%
An automated email is sent	43%
A personal email is sent	39%
A form letter is sent	0%
A personal letter is sent	4%

How do you respond to candidates who were interviewed but NOT selected as the finalist?

Not sure / no specific process	0%
A general email is sent	6%
A general letter is sent	4%
Internal Recruiting / Human Resources calls them	0%
A member of the interview team emails or writes them	45%
A member of the interview team contacts them directly	45%

Do you use an ongoing promotional campaign to reach potential candidates? If so what?

No	75%
Occasional social media and web postings highlighting firm	20%
Utilize a strategic and systematic campaign promoting firm	6%
Other	0%

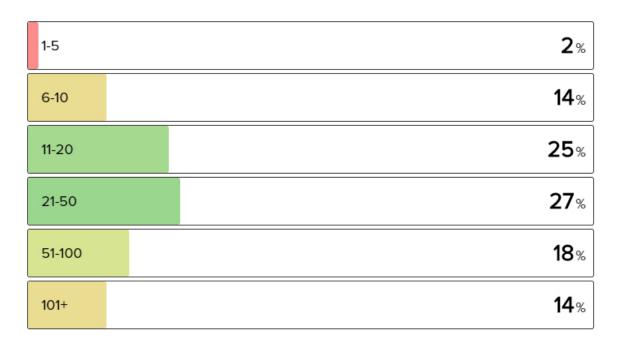
What is your biggest challenge in hiring?

Availability of qualified candidates	84%
Reaching qualified candidates	6%
Persuading candidate to accept offered position	4%
Competition from other firms	4%
Getting candidates interested in firm's location	0%
Other	2%

What is your role in your firm?

Owner	51%
Senior Executive / Managing Principal	47%
Studio Leader	2%
Human Resources / Recruiting	0%

How many total people does your firm employ? (Your individual location if you are with a national firm)



Where is your firm located? (Your individual location if you are with a national firm)

