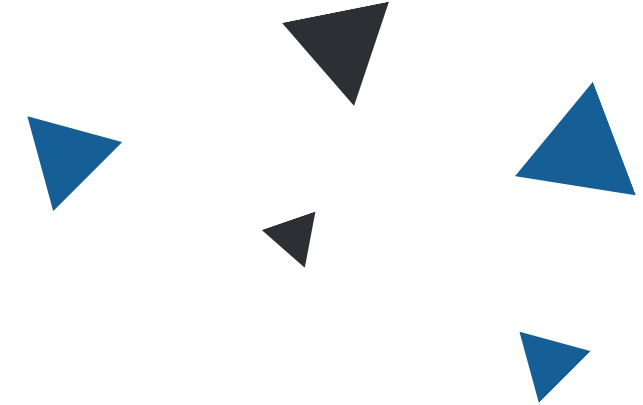




2025 Tech Hiring Checklist



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STEP 1: Define The Role

- ✓ Outline key responsibilities & required skills
- ✓ Identify must-have vs. nice-to-have qualifications
- ✓ Determine budget & salary range using our Tech Salary Guide
- ✓ Establish KPIs and success metrics for the role
- ✓ Decide on permanent vs. contract hiring strategy



STEP 2: Sourcing Candidates

- ✓ Post job ads on LinkedIn, GitHub, Stack Overflow
- ✓ Engage passive candidates through direct outreach
- ✓ Leverage specialist tech recruiters for niche roles
- ✓ Use AI-driven tools for candidate matching and shortlisting
- ✓ Build relationships with universities & bootcamps for junior talent



Step 3: Screening & Interviewing

- ✓ Use technical assessments (coding tests, case studies)
- ✓ Conduct structured interviews with behavioral & technical questions
- ✓ Check references & verify skills through GitHub, portfolio reviews
- ✓ Assess cultural fit & alignment with company values
- ✓ Streamline the interview process to avoid losing candidates to competitors



Step 4: Competitive Offers & Onboarding

- ✓ Benchmark offers using 2025 Tech Salary Guide
- ✓ Offer remote work & benefits to stay competitive
- ✓ Provide sign-on bonuses or equity options where possible
- ✓ Ensure a clear career progression framework is in place
- ✓ Create a structured 30-60-90 day onboarding plan
- ✓ Assign a mentor or buddy for new hires





Step 5: Retaining Top Talent

- ✓ Provide career growth opportunities (training, mentorship)
- ✓ Regularly review salary & benefits to stay competitive
- ✓ Foster an inclusive and engaging company culture
- ✓ Conduct regular employee feedback sessions to address concerns
- ✓ Implement retention strategies like recognition programs & leadership pathways

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