

FINITE IT
COVID-19
TOOLBOX



Covid-19 **Toolbox**

In terms of the disruptions caused by the COVID-19 pandemic, Australian businesses are starting to see the light at the end of the tunnel. A sense of normality is beginning to take shape and many staff are now able to begin returning to their workplaces.

But even once full workforces are back at their desks, the tech landscape won't be the same. People's attitudes to the physical office have changed. And the realities of the already tight IT talent pool have shifted once again.

So before simply looking to resume the status quo at your workplace, it's important to take a step back to assess how much has really changed. That way you can put together a roadmap for your business as you look to return to the office.

How might the office need to be physically restructured? What new approaches might be needed for work models and team building? What kind of alternatives to traditional recruitment models should you look at to secure the best IT talent? And what kind of plans and strategies will be needed to best position your organisation for life in the new normal?

Flexibility Reimagined

Time spent working from home has highlighted some of the major benefits and drawbacks of remote working. And the lessons learned can now be applied to make changes for the better whether people are working permanently from the office or in more flexible and remote roles.

For some staff they likely found their productivity actually improved working from home, while others might have struggled and are looking forward to being back in an office five days a week. So it's important to consider offering greater flexibility to staff where it may be desirable for both team productivity and the happiness of employees.

Revisiting Your Hiring Strategy

Recent months have seen a huge number of forced job layoffs that have completely changed the Australian labour market. But now that the situation appears to be improving, many of those laid off will soon be looking for new positions.

Ongoing international travel restrictions also mean that the overseas IT talent pool may not be fully accessible for some time. This will have flow through effects on the entire Australian IT labour market.

A Roadmap For Australian Businesses

Returning To The Office Post-Coronavirus

As the Coronavirus lockdown restrictions lift in Australia, it is essential that your business has a robust plan for workers returning to the physical office.

A well-thought-out and communicated plan is important for employees' mental and physical health and safety.

And just because you can return to the office now, doesn't mean you should rush straight back in.

Read on for our easy 6-step roadmap for a stress-free return to “normality” for you and your team.

Step One: Survey Your Team

Before making any big decisions, consider asking your team how they would like to approach the return to work situation.

Survey your employees with questions such as:

- What did you enjoy about working from home?
- What didn't you like about working from home?
- How would you rate your productivity when working from home vs. working in the office?
- How would you rate your work/life balance when working from home vs. working in the office?
- How would you rate your mental health when working from home vs. working in the office?
- Would you prefer a more flexible working arrangement in terms of hours, location and/or days?
- When would you feel safe returning to the office?

Based on the responses, you may find that your employees prefer a blended or completely remote approach to working that may prove beneficial to your business. For example, a fully or partially remote workforce may mean an increase in productivity and a decrease in overhead costs.





Step Two: Review And Embed Your Learnings

After checking in with your employees, ask your leadership team for feedback on their teams' performance when working from home.

Perhaps one of your leaders found that their team prefer to start their day at 7 am and finish a little earlier. Or perhaps another team has a new favourite internal communications software such as Microsoft Teams that has increased productivity.

Alternatively, you might find that one team really struggled to work from home as their tasks involve high levels of communication or client meetings. Other teams may have found they had an increased number of employees taking sick days.

Make sure you bring the positive back to the office with you, and leave the negative behind.

Step Three: Rethink The Physical Office

Social (or rather, physical) distancing is still very important, even as businesses return to work. Consider:

- Adding additional space between desks
- Supplying hand sanitizer
- Displaying signage on how to keep healthy in the workplace
- Limiting visitor or contractor access to the office
- Keeping collaboration spaces to a 10-person maximum
- Increase housekeeping and cleaning during the day
- Abide by the 4sq m / person rule, which is the maximum occupancy rate for a space.

Step Four: A Phased Return

Due to the 1.5 metre distancing rule, it is unlikely your whole workforce will be able to return to the office. Even if you have enough room in your workplace, public transport limits may restrict access for workers. Some may not feel comfortable returning straight away.

A phased return can help here, for example:

- Phase one, consider allowing employees to choose whether they return to the office or not.
- Phase two, consider a rostered return, with employees doing 2-3 days per week in the office or one week on, one week off.

Step Five: Maintain Remote Working

It's likely that you will need to maintain some level of remote working in your organisation for the remainder of 2020. But consider whether you and your employees may want to extend remote working far beyond that. If working from home has been a positive experience and you have found your employees are happier and more productive at home, it may be important for improved business operations and staff retention to continue to provide flexible options.

Step Six: Review IT Infrastructure And Security Needs

Now that flexible working is becoming more prevalent, and part of your team will continue to work from home, it's important to review your IT infrastructure needs. This ensures your sensitive business information remains safe and secure and employees can continue to do their jobs efficiently. It's also worth considering long-term home set-ups for some employees who will now work from home either full or part-time. your employees are happier and more productive at home, it may be important for improved business operations and staff retention to continue to provide flexible options.



Creative Hiring Strategies You Can Use To **Attract The Top IT & Digital Employees** Post-Coronavirus

In the month of April 2020, nearly 600,000 workers lost their job - in just one month.

And unfortunately, unemployment rates are expected to continue to rise in Australia.

However there will come a tipping point where companies will begin hiring again and all the top IT and digital professionals will be offered attractive salary and benefit packages by your competitors.

Combine this with the fact that the a-grade employees who are currently employed in secure roles will likely be unwilling to move roles in an uncertain market, how can you ensure you are attracting the top employees to work for you?

Read on for 7 ways to revamp your hiring strategies to ensure your company is the top pick for potential employees.

Consider Your **Unique Offer**

When you know how to create great compensation packages it means you can recruit the best talent. And hold onto it.

Offering employees benefits packages that are flexible or tailored to their specific circumstances is key. While salaries will always remain an important factor, it is other benefits and perks within packages that are increasingly attractive. It gives the best talent more of what they really value and gives organisations looking to attract them more options than just waving bigger and bigger paychecks around. **Find out more about designing compensation beyond the paycheck [here](#).**



Revamp Your LinkedIn and Social Profiles

For example:

- Update the blurb on your company social profiles to reflect why you're a great company to work for.
- Update the blurb on your company leader's LinkedIn profiles to reflect why you're a great company to work for.
- Post employee testimonials and highlights about your great employment brand on your social media feeds.
- Request Google and Facebook reviews, and LinkedIn recommendations from your happy employees so others can see their positive opinions.

Update Your Website Careers Page

Your website is often created to sell your product or service to customers or clients, but what about potential employees? Ensure you have a careers page that highlights why your company is great to work for. Consider including videos from business leaders and happy employees.

Host A Virtual Event

Companies often hold events for professionals in their industry, and social distancing shouldn't stop that. Consider holding a virtual event, such as a webinar or forum to bring your brand to potential employees awareness and add value issues that are important to them.



Embrace Technology

From technologies that help you shortlist candidates based on their resume, to online job advertising, video interviews and digital onboarding, the future of recruitment is being innovated daily. Partnering with a recruitment agency like Finite who are already using these technologies will help you leverage them to great success.

Map Your Dream Candidates Technology

Developing a talent pipeline is a very powerful approach as it allows you to identify the top potential employees long before you actually need them. This involves spending time researching, building relationships, learning about, and teaching possible candidates about your company. Proactive candidate mapping can be very time consuming, which brings us to our next point...

Find a Recruitment Partner

Finite IT leverages all the best technologies and marketing strategies to help you attract the best candidates for your job vacancies. We spend the time to get to know your business' culture and needs, and map the candidate market to ensure we connect the right person with you and your available role.



3 Alternatives to Traditional Recruitment Models

COVID-19 has impacted many industries across the world, including recruitment.

It's presented us with the unique opportunity to seek out new ways to access top IT talent.

There are plenty of ways to recruit new staff that go beyond the traditional. Being open to them is key. Read on for some tips to assist you navigate recruitment through this interesting time.

Here are a few suggestions to get you started:

1. Try a secondment

A secondment essentially means you're 'lending' an employee to another organisation.

Internally, it might be another team or department within your company, while externally, it may be another company entirely (although you'll likely have some business interests in common).

What's the benefit? Well, with IT being such a rapidly changing industry, it's vital your staff continually build their skills base, while being agile enough to adapt to shifting parameters.

Working with another team is a great way to do this. It broadens their skill set (which is fantastic for retention) but most importantly, boosts your team's value when they return with their newfound knowledge.

While you might think about lending staff out, it works just as well the other way too. Look within your organisation to see who might be interested in some short-term staff loaning.



2. Look internally

Rather than looking outside, have a look within your business. You won't be alone if you do – the Mercer 2019 Global Talent Trend study of over 7000 c-suite executives found **76% of companies were also planning to build from within.**

It's likely you have a number of team members interested in expanding their talents, whether that's moving laterally or being promoted. Speaking to them, or other managers in different areas, may offer up some interesting intel to help find the right fit for your role.

If you're not sure how to go about this, or lack the time, aligning with a **recruitment consultant** can be beneficial.

3. Consider using freelancers

The gig economy is booming, especially right now as we're all encouraged to work from home.

The Mercer study confirms this finding that **83% of tech executives surveyed believe freelance and gig workers** will substantially replace full-time employees within the next five years.

IT freelancers are an particularly attractive option if you have a temporary project with a tight deadline. But they're also useful in other situations, such as when you need an injection of niche skills your team don't possess.

They offer some cost advantages too, as you don't need to pay sick or annual leave, or superannuation.

Those are just three interesting ways to deepen your talent pool during these challenging times, and beyond.



FINITE IT

Finite are experts in the Australian tech sector and can help candidates understand exactly where their skills are most in demand.

For twenty years, Finite has been helping candidates find their dream tech, digital and business transformation roles.

From humble beginnings, we've grown into a broad network of specialist recruitment professionals, who can help connect you with amazing career opportunities.

We understand that just as each job is unique, each candidate is unique. So, we focus our energy on giving you access to the best companies, leaders and roles that align with your individual personality, vision and goals. Interested in finding out more? Get in contact with your local Finite office today.

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