

# TECH RECRUITMENT OVERVIEW

JANUARY 2022



NATIONAL  
CONNECTOR  
PROGRAM

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# Overview

1. Intro
2. Who is hiring in IT Across Canada?
3. National Tech Stats
4. Impact of Covid-19 on Tech
5. Tech Jobs and How to Differentiate Between Tech Resumes
6. Questions

**We're happy to answer any questions - discussion is great!**



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**Venor is an Atlantic Canadian Talent Firm with offices in Halifax, Nova Scotia, Moncton, New Brunswick, and St. John's, Newfoundland. Venor specializes in strategic recruitment, executive search, interim talent solutions, and career transition services.**

# Who is hiring in IT Across Canada?



# Who is hiring in IT Across Canada?

CLEARBANC



UNIVERSITY OF  
TORONTO

# Tech vs. Non-Tech Jobs Being Hired by Tech Companies Today



**Source:** Glassdoor Economic Research ([Glassdoor.com/research](https://www.glassdoor.com/research)).



# National Tech Stats



# Canada's ICT Sector by the Numbers

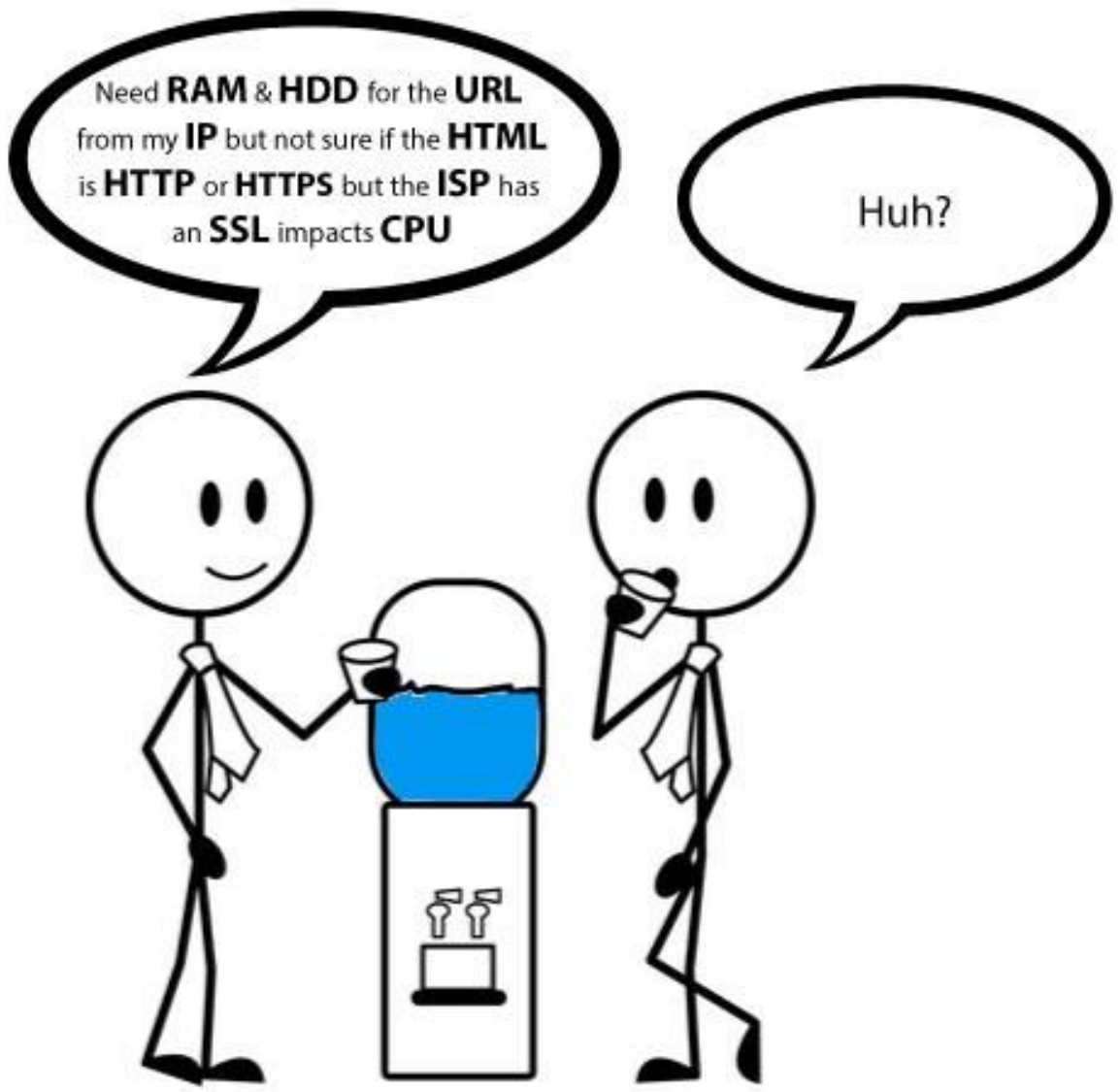


**Did the tech market  
suffer as a result of  
Covid-19?**





# How to Differentiate Between Tech Resumes



Need **RAM & HDD** for the **URL**  
from my **IP** but not sure if the **HTML**  
is **HTTP** or **HTTPS** but the **ISP** has  
an **SSL** impacts **CPU**

Huh?

Do you ever  
come across  
resumes using  
technical jargon  
you don't  
understand?

# Tech Jobs (part one)



## Web/Software Developers

Create apps, web sites, games, embedded systems, etc.

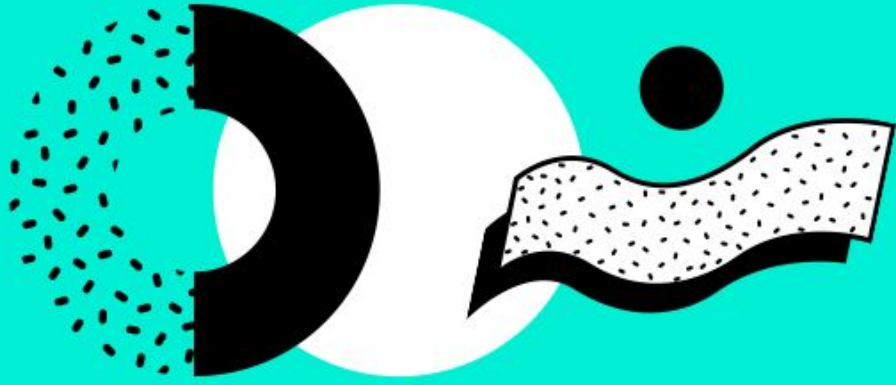
## Systems Admin/IT Management

Help desk, devops, network admin, database work, cyber security, servers, etc.

## Other Stuff

QA/testing, UI/UX, technical writing, etc.





# **TECH JOBS (PART TWO)**

- **Project Managers**
- **Business Analysts**
- **Technical Sales**
- **Management**
- **Operations**
- **Customer Success**

## Web/Software Developers

- “Software, frontend, backend, full-stack”
- Lists programming languages such as Java, JavaScript, Python, .NET, C, C#, C++
- Other key terms could include engineering, DevOps

## Systems Administration/It Management

- “Technical Support, Help Desk, Operations, Network, Infrastructure”
- Responsible for the upkeep, configuration, and reliable operation of computer systems; especially multi-user computers, such as servers

## Other Stuff

- Business and Data Analysts
- Quality Assurance (QA)/testing
- Project and Product Managers
- UI/UX



**What are some questions to ask that can help figure out which category someone falls into?**

# Interview Questions

1. What do you do in a day?
2. How is success measured in your job?
3. What tools/technology do you use to do your work?
4. Tell me about a recent project that you accomplished at work. What was the scale of the project and what responsibilities did you take? What was the outcome?
5. What do you like most about your work? What motivates you?

# Questions?

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