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Job of the Month:

We are currently looking for a Business Intelligence Developer. This individual will be responsible for providing solution designs for internal projects and determining analysis requirements.

To be considered for this position, a candidate must possess a Bachelors Degree a computer related field, have a strong understanding of Business Intelligence tools, SQL coding and SSRS. Experience with Multi-Dimensional Expressions is preferred.

A Message from our President

“Our behavior is a function of our decisions, not our conditions.” – Steve Covey

No matter if the job market is up or down, my behavior is most assuredly the reflection of what I have decided.

This is important to realize, especially when working with professionals that understand what they want and where they are going. Their path is clear and the objectives are straight forward. They know where they are and where they want to be. And it's important for us to recognize that.

To recognize talent is to understand our audience. We have an audience on two sides: our client side and our candidate side. Talent is recognized when we discover, uncover not only the tangible experience and skills our clients are looking for in a professional, but also the personality traits and habits that our clients are looking for. In short, the

professionals we represent are varied in their skill set, however, talent surfaces when expertise is reflected in their intangibles. Attitude, ethics, behavior, common interests are all intangibles. It is just as important for us to match up tangibles as it is intangibles in the professionals and opportunities we represent. This can be challenging but it is very rewarding.

The attention we pay to intangible skills is one aspect of our process that we believe sets us apart and makes us a vital partner to our clients. We have made the decision to learn as much as we can about our clients and candidates personalities, skills and future goals so that we can make the best long term match for both. We have made the decision to always maintain open and honest communication with everyone we work with. We hope that these decisions make your decision to continue and grow your relationship with us an easy one.

The Importance of Cultural Fit by David Hannam

In today's IT marketplace, the technical skills of candidates are extremely important. More and more companies rely on their IT department to accurately enter, record, store and utilize their company data. Companies look to hire employees who have the highest level of skills possible to handle their IT needs and protect their data. That is why the demand for technical skills in candidates continues to increase. However, the candidate's skill set and experience are only part of the equation. Today's intelligent companies look beyond just tangible skills, and look at a candidate's potential "cultural fit."

Corporate culture within a company is what we define to be "the character of an organization" or "everything that cannot be found in a job description." Essentially, this means that companies are looking for candidates that will excel

not only in carrying out his or her duties, but who also work with their colleagues in a way that makes the whole greater than the sum of its parts. The values of a corporate culture influence the ethical standards within a corporation, as well as managerial behavior. Candidates who possess the same types of beliefs as a corporation are destined to be long-standing employees, rather than ones who will be counter-productive and become a detriment to a company.

At Concentric Corporation, we strive to find both a technical fit and a cultural fit for our clients and candidates. We accomplish this by asking a lot of questions of our clients and candidates at the beginning of any relationship. With our clients, we ask targeted questions about management styles, company morale, ethics, policies, team building,

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Time for an Update? by Chris Palmquist

It's very likely you frequently receive a pop-up notice that your computer has downloaded updates that are ready to be applied. Often, people tend to click whichever version of "ignore" presents itself, and continue with their day. A question you might ask yourself the next time you see this reminder, is "What are these updates, and are they really necessary?". If you decide to spend the time trying to answer this question, you'll find that the questions seem to multiply.

To know what to do in this situation, you'll want to understand what these updates are, really. Updates are actually several different types of, well... updates: security patches, application updates, program changes, hotfixes, and (occasionally) new features. They aren't just for Windows; rather, you'll be notified of updates for Office (suite and individual components), Adobe (nearly all of their products these days), Java, etc, etc. In terms of importance, security updates and hotfixes should be the focus of your attention. These are generally issued in response to newly discovered vulnerabilities that may allow a hacker to take control of your system, critical/severe application bugs, and the like. So, it's very important that we keep abreast of the issued updates and the reasons for them.

As with anything in life, we still need to be cautious when applying updates. While it is rare, there is an occasional update released that has unintended consequences. These consequences range from a driver that no longer works correctly (loss of network connectivity, graphics being reset to the absolute lowest possible settings, etc), or the dreaded "BSOD (Blue Screen of Death)" system crash. This is extreme, of course, and is almost never something that is a widespread issue, but the result of a specific combination of hardware/software that couldn't reasonably be anticipated and tested for in a lab environment.

The best advice: If you're not sure, ask. That's what your technical staff is there for - understanding the complexities involved, being knowledgeable of current hacking trends and how to combat them, etc.

Introducing our Newest Team Member

Hi! My name is Chelsa Tuttle, I'm the newest member of the Concentric Corporation Sales and Recruiting team.

Since starting here in January it's been a fast-paced and exciting time getting to understand what our clients look for in high-performance professionals. Being in the position of a candidate, working with recruiters in the past, I understand how important it is to have an advocate working for you who recognizes your skills, strengths and career goals. For me, it was never about finding a job – it was all about finding a career. That is why my role at Concentric

is a perfect fit for me. I appreciate and realize that it is vital to listen to the professionals that we represent and never try to "sell" anybody into a position that they are not sure they want to take. I want to ensure that all the candidates and clients I work with are 100% comfortable, confident and informed through every step of the hiring process as I wanted to be when I was in their shoes.

I look forward to being an advocate for you in your career search and in the search for the professionals that you hire.

Cultural Fit continued...

professional development, career growth, team personalities, etc... With candidates, we ask targeted questions about career goals, personality traits, desired management styles, desired team personalities, etc... By asking all of these questions, we are able to more closely identify the right candidates for the right companies and place them in the right positions.

Corporate job descriptions/advertisements rarely give any of these details, and therefore, are an incomplete means to sourcing the right candidates. Conversely, a candidate's resume does not provide a potential employer with the details of a candidate's career goals, personality, ethics, and work stamina. Simply knowing someone has relevant experience, credentials, and technical skills does almost nothing to predict the complete fit of a candidate into a company. At Concentric, we pride ourselves on using the methods mentioned above to work deeply into a search with our clients and candidates. These methods work to find the best fit for all parties involved and allow us to be the best resource that we can be to our valued clients and candidates.

