

Successful Telecoms Recruitment

An article that looks at what telecoms is and how to go about successfully recruiting individuals to fill a role within the telecoms area. What are the methods available and why using [telecoms recruitment](#) agency might be the answer.

Telecoms is short for telecommunications, and telecommunications is a way of transmitting a signal over a large or short distance using satellite, telephony, radio, cable or television. As telecoms are an ever growing and changing area of business there are always roles within it that need to be filled. Many of these jobs are available for people who have little or no experience in the field of telecoms and they can be advertised and filled quite easily with on site training

given once a person is in their job.

However, there are certain [telecoms jobs](#) where this kind of approach tends to be very unsuccessful and this is where specialists in telecoms recruitment are needed. For example if a company is looking for an experienced telecoms engineer it can be unlikely that the usual advertising will help them to find the correct person. Such a role requires someone with extensive knowledge, who needs no training and is able and enthusiastic to keep up to date with any changes and developments in their specific area. And this is where telecoms recruitment becomes necessary.

There are various different ways in which a company can find the right person to fill a vacant telecoms position. One way is by advertising in specialist telecoms publications, these kinds of magazines and periodicals tend, because of their dry subject matter for many, to be only read by those who have an interest and are looking for career development in the telecoms area. This means that an advertisement for a job vacancy is better placed to get responses from more qualified individuals than one in a local or national newspaper, or job paper.

Some companies will promote from within to fill a telecoms vacancy and this can create both benefits and downsides in telecoms recruitment. One of the benefits is that if a person is already working within a company their skills and knowledge is already known and to a certain extent much of the usual testing before a job is offered does not have to take place. This can cut down on the amount of time spent looking for an individual to fill a vacancy. One downside to this kind of telecoms recruitment can be that a better candidate for the role, who is outside of the company will not be considered as the role was not advertised externally. However it is down to the company with the vacancy to decide which the best is for them.

One of the most popular ways of finding a person to fill a telecoms role is to use the services of a specialised telecoms recruitment agency. Such agencies will have individuals on their records that have different skills and abilities within the telecoms area and they will be able to find exactly the right person to match a company's needs. There is no need to place adverts, sift through mountains of applications and interview several people, all of whom may be unsuitable, when an agency can do this for you. By the time an agency sends a candidate to you they will have been tested and interviewed at length to make sure that they are what you are looking for. Telecoms recruitment agencies will obviously charge for this service but this cost is usually worthwhile compared to the time that may be spent in-house finding the right person for the role.

Telecoms recruitment can be a difficult process, but by looking in the right places for the best candidate a company will be successful. Agencies and advertisements, used correctly will provide any company with the kind of staff to be proud of.

About the Author

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