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Reitman Security Search is a leader in executive recruitment and consulting, supporting the electronic security/critical building systems space globally. Our clients include the industry's most sought-after employers; public and private electronic security technology manufacturers, systems integrators, specifiers/consultants and distributors. Here are some examples of our practice.

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Hiring Millennial's - 4 Ways to Adapt Your Hiring Strategy

This isn't about pessimism. It's about changing the hiring model we've all been programmed for. In a few effective ways, we can adapt to the new realities of the world of work and successfully reduce the friction between who we need and when they leave.

Trust is hard to come by, and some would argue that integrity is dead. But instead of wringing our hands over why all that corporate transparency hasn't worked, I propose we bypass the navel-gazing and focus on practicalities. Such as the fact that fewer and fewer millennials are invested in the concept of long-term, full-time positions with a single employer.

According to Deloitte's just-out seventh-annual Millennial Survey, millennial's have

less confidence in business and feel less loyalty: 43% of millennial's envision leaving their job within two years. A mere 28% would consider staying more than five years. Among millennial's on the two-year plan, 62% would join the gig economy and consider it a viable alternative to being employed full time. And the alternative to one full-time job isn't necessarily another anymore.

Here's what to do instead:

1. Don't Think Long-Term

Each industry and each firm have a different concept of long-term, but many are still thinking in terms of three to five years. Of course, we want a hire that sticks around long enough for us to recoup the considerable investment of time, energy, materials, space and development. For most of us it's very hard to think of two years as a full term. But that's what the tea leaves say, so start thinking in two-year increments.

2. Ramp Up The Process

Look at your hiring and onboarding process. Hiring takes a long time, particularly in terms of vetting and screening. We tend to allow for it, assuming it will balance out in the long term. Instead, now's the time to compress every process you can., including the time, expertise, and energy that go into onboarding and developing a new hire. If you're only hiring for two years, you may want to shift your priorities from potential skills to present skills - and improve your recruiting capabilities to find those better suited to jumping in and getting started faster.

3. Gig It Out

According to Upwork and The Freelancer's Union's massive report on gig workers, the majority of the U.S. workforce will be freelancing by 2027. In the meantime, your employees may well be among the 62% reported in Deloitte's 2018 millennials survey who choose to freelance rather than find another full-time job. What would happen if they weren't full-time, pay rolled talent? It's possible that your rising star who jumped ship may well want to return and join a team for a gig assignment. Flexibility is a key factor for many millennials, according to 50% of those surveyed. I predict we'll see a lot more boomerangs this way: employees who leave to strike out as a freelancer, then wind up returning for projects. Take a look at your staff positions, and consider what can be shifted to a per-project, gig role.

4. Prioritize Some Jobs Over Others

The elephant in the room for many employers as well as employees is the prospect of AI and how it will transform / disrupt / co-opt / pre-empt certain jobs. But start your strategic planning now for the coming five to ten years. The jobs most likely to be taken over by machines are repetitive and tedious. What's harder for AI and machines, at least at this point, are the jobs that require creativity, innovative thought and people skills. If you're going to invest time, energy and resources in finding the ideal hire for any jobs, those should the ones you prioritize. And yes: this isn't just a nice tactic, but a practical one.

I was recently at a round-table where a hiring expert waxed poetic on the good old days, when the concept of a personal brand was the biggest mindset change we faced. But nostalgia is the enemy of smart strategy, and things are changing faster than we can really understand. So never mind figuring it all out. You don't need to know the principles of combustion to change a tire.

This change in how employees view employers is not some youthful disaffection. "Older" Millennial's - who grew up on flip-phones as opposed to smartphones - are now in their late 30's. Younger millennial's are in their twenties and growing up fast (Pew defines the birth range from 1981 to 1996). Of Gen Z, 61% say they would

leave their current jobs within two years if they could, according to Deloitte's survey.

As always, we're interested in your thoughts and feedback on these and other hiring, selection and retention trends.

Source: Meghan M. Biro, Forbes.com

[Recent Placements and Current Engagements](#)

Regional Sales Manager- (Access/Video/Intrusion) - Texas Region

Distribution Channel Sales- Network Video Solutions- Metro NYC

Channel Sales Leader- SaaS Solutions (*Equity Opportunity) - **COMPLETED**

Regional Sales Manager- (Access/Video/Intrusion) - MN/WI/MI

Healthcare Vertical Market Specialist- Connected Building Solutions- California Region

Technical Sales & Communications Leader- Security Innovation Center of Excellence- **COMPLETED**

Regional Sales Manager- Network Video Solutions- Northern California

Regional Sales Manager- Network Video Solutions- CO/Rocky Mtn Region

Major Projects Capture - Integrated/Connected Building Solutions - Houston

Regional Sales, Critical Infrastructure- Enterprise Software- NY Region

Regional Sales Manager- (Access Control/Network Video) - Northeast- **COMPLETED**

Regional Sales Manager- Enterprise Software/Surveillance- Pacific Northwest

Major Projects Capture- Chicago Region- Integrated/Connected Building Solutions

IoT/Connected Buildings- P&L Leader- South Region (TX) - **COMPLETED**

IoT/Connected Buildings- P&L Leader- West Region (CA) - **COMPLETED**

Regional Sales Manager- (Access/Video/Intrusion) - DC/VA/MD Region

Service Business Consultant- Connected Building Solutions- Southern California Region

Regional Sales Director- Enterprise Software/Surveillance- Canada

Field Sales Engineer/Trainer - TOLA Region- Intrusion & Access Control Solutions- **COMPLETED**

Airport Software/Visual Guidance Systems- Business Sales Consultant- Americas- **COMPLETED**

Business Development Executive- Industrial Software Solutions/IoT

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