



IT&C TALENT QUALITY

- ∇ Over 95,000 IT&C specialists at national level
- ∇ Technical education includes 5 top polytechnic universities, 59 domain-specific universities, 174 private colleges
- ∇ Romanian universities have been Top 3 in the IEEE Design Competition every year since 2001
- ∇ Romania has more Informatics and Math Olympiad medals than any other European nation, and is 3rd globally after Russia (URSS) and China
- ∇ The number of engineers per capita is greater than the US, India, China, or Russia
- ∇ Top 10 globally in the number of certified IT specialists
- ∇ Almost 90% of IT professionals speak English

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University Graduates

Cluj

Students - 55.700
IT&C Grads - 1.750

Iasi

Students - 55.500
IT&C Grads - 2.004

Timis

Students - 39.000
IT&C Grads - 1.118

Brasov

Students - 46.000
IT&C Grads - 493

Sibiu

Students - 22.000
IT&C Grads - 461

Bucharest

Students - 222.000
IT&C Grads - 2.004

27% of IT bachelor & master students start obtaining technical certifications while in college

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Salaries in Bucharest (Euro, net monthly sums)

Project Manager - 1.700 - 2.000 Euro

IT Manager - 2.100 - 2.700 Euro

Quality Assurance

Software Developer

Network Administrator

Junior	Middle	Senior	Junior	Middle	Senior	Junior	Middle	Senior
400-500 Euro	650-800 Euro	1200-1500 Euro	450-1000 Euro	1100-1700 Euro	1850-2500 Euro	450-750 Euro	800-1200 Euro	1300-1800 Euro

The development of the IT sector in Romania is encouraged through exemption from the income tax of **16%** of the IT employees who wished a long-term IT academic specializations approved by the Government.

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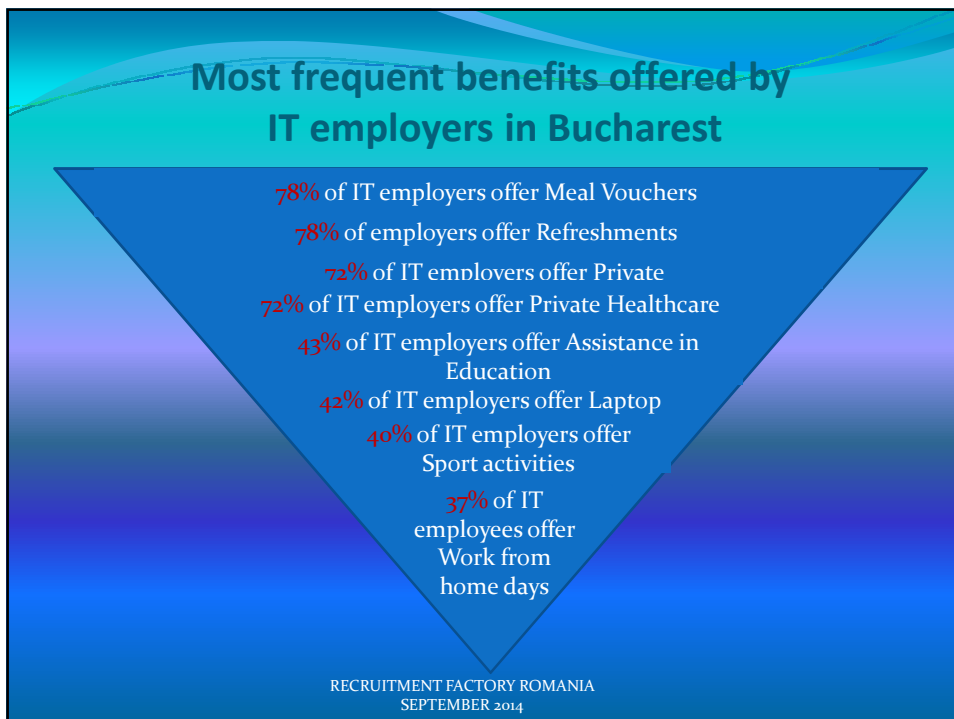
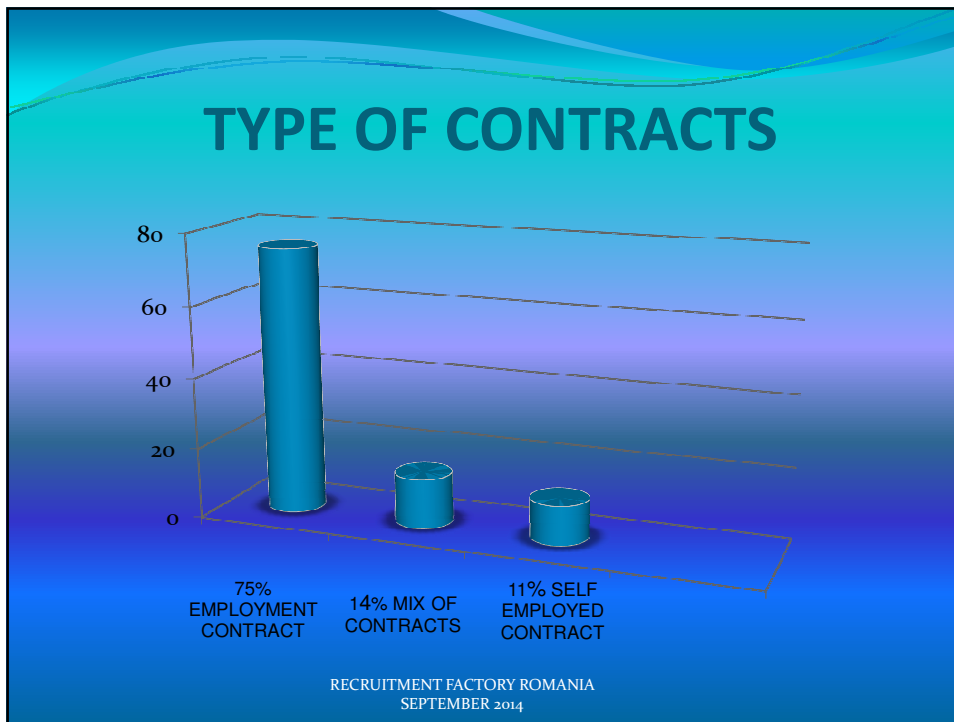
TYPE OF CONTRACTS

- **11%** of the persons working on IT positions are receiving their entire salary through a self employed contract

- **75%** are registered as employees of the companies where they are working

- **14%** are receiving their salary through both an employment contract and a self employed person contract

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KEY FACTORS THAT CAN DRIVE CANDIDATES FOR IT&C COMPANIES

Flexibility: A variety of incentives built into the contract, flex-time, the number of hours worked per week, and allowing for other personal circumstances can be strong selling points.

Physical Working Environment: Are there shuttle buses or transportation incentives? What other facilities, including break rooms does the company provide?

Brand Reputation: Does the company have a strong reputation both on social media and web? Candidates pay a great attention to a company's reputation, accomplishments etc.

Company Culture: Some aspects that are considered to be a plus include: transparency, sincerity, and open adult communication in interpersonal relationships.

Size of the IT department: The greater the size of the IT department and areas of specialties, the greater the attraction for a potential employee to apply.

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KEY TO BRINGING IN A GREAT NEW HIRE

- **Communication skills vs Technical skills:** By focusing on evaluating a potential new hire's technical skills rather than their communication skills, you will probably hit the mark in your hiring evaluation. Many Romanians in programmer jobs are strong in written communication and will pick up better verbal communication cues from their co-workers over time.
- **Technical Experience:** If you focus on formal school or diplomas as a basis for experience, you might not see the technical skill set that has been put together in the workplace over time by these potential great IT candidates. You will likely be successful if you emphasize referrals and a display of prior knowledge via either a portfolio or summary.
- **New Technologies:** Many of those following an IT career path in Romania are interested in learning and adding new technologies to their skill sets. Evaluating their potential as someone who is trainable in a company setting can net you a strong hire over time.

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STRATEGIES TO A SUCCESSFUL TALENT ATTRACTION

- Building & implementing strategies addressing undergrad students, as they start working on full time positions or internships during college.
- Investing in the well being of employees and a great work environment.
- Offering trainings / support for technical certifications.
- Defining and implementing clear and constant employer branding strategies, based on genuine Employer Value Propositions.
- Advertising the technically challenging projects or top notch technologies is an increasing trend.
- Actively approaching potential candidates instead of waiting for them to apply to jobs.

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Thank you for your attention!

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and

<http://investromania.be/nl>

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