



Choosing Indian Top Tech Talent **Beyond Your Comprehensive Knowledge on Them**



Table of Content

Introduction	— 3
Understanding Top Tech Talent and Evaluating them	— 4
Defining An Indian Top Talent	— 5
Testing The Combination Sets	— 9
Optimizing The Hiring Process To Find Top Talents Easily	— 11
Key Takeaways	— 12



Introduction

In today's competitive and rapidly changing business landscape, hiring top talents has become extremely crucial. Top talents are the employees who propel an organization towards success on the basis of their skills, expertise, and unique qualities. These talents are generally considered skilled, smart, trustworthy, independent contributors for various tasks, adaptable to the global work culture, consistently high performers, and the leaders of tomorrow.

Before you start looking for such candidates, it is crucial to first get an idea of what constitutes a top talent. It is important to remember that the definition of a top talent is subjective to the employer and the job role. A top talent who is a perfect fit for one company, may not be perfect for another. So how to find the top talent that fits your bill?

The goal of this whitepaper is to shed light on what is a top Indian tech talent and how to implement a strategy to make the hiring process efficient.



Understanding Top Tech Talent and Evaluating them

The data we use in this whitepaper is from our massive network of more than 200,000 talents across more than 100 skill-sets. We gathered a range of data, viz. qualification, experience, expected salary, location, for the talents across various job roles. They will play a crucial role when we define the talents in the subsequent sections.



37%

of employers rank experience as the most important qualification in an applicant, as per Harvard Business School's 2021 study



59%

of hiring managers prefer visual resumes like work portfolios over traditional text-based resumes, according to a study by Adobe



79%

of HR professionals say that scores on skills assessments are just as or more important than traditional criteria in hiring decisions, reports SHRM

These reports are available freely over the web and define top talents in a way similar to ours.



Defining An Indian Top Talent

The data we use in this whitepaper is from our massive network of more than 200,000 talents across more than 100 skill-sets. We gathered a range of data, viz. qualification, experience, expected salary, location, for the talents across various job roles. They will play a crucial role when we define the talents in the subsequent sections.



Skills

Proficiency with popular tools to deliver high performance. A highly skilled talent will be able to handle several tasks efficiently.

Weightage

A



Education

Formal knowledge of a talent relevant to the job role. These must be in a certificate form, proving the talent's completion of the particular program. Higher education means more suitability for complex tasks and leadership roles.

Weightage

B



Work experience

Credibility of a talent in terms of their industry exposure. Experienced and knowledgeable talents require minimum hand-holding during tasks.

Weightage

C





Project portfolio

Hands-on experience of the talent regarding company projects and their success in achieving the desired results. A larger portfolio complements the talent's work experiences and enhances their hiring chances.

Weightage

D



Problem solving

Ability to solve a range of problems with knowledge and data. The talent must be able to think on their feet, assess the problems from all sides, and present feasible solutions.

Weightage

E



Communication

Ability to work cohesively with a team to achieve larger goals. Strong communication reflects clarity in thinking and expression, which is crucial in keeping team members on the same page and avoiding vagueness.

Weightage

F



Leadership and people management

Ability to engage with team members and spearhead day-to-day tasks as per the company goals. Leadership roles also demand authoritative demeanor and taking big decisions that impact the business.

Weightage

G



Behavioral

Abilities that influence the understanding of team members in varied situations, such as empathy and positive outlook.

Weightage

H



Remote readiness

The talent's technical preparedness to work in a distributed setup, viz. Internet, laptop, working space, etc.

Weightage

I



Cultural Compatibility

The talent's respect for the cultures, nationalities, and religions at the workplace

Weightage

K



Let us consider the job description of a junior developer

Job Description Of A Junior Developer

- Bachelor's degree in computer science
- Knowledge of basic coding languages including C++, HTML5, and JavaScript
- Basic programming experience
- Knowledge of databases and operating systems
- Good working knowledge of email systems and Microsoft Office software
- Ability to learn new software and technologies quickly
- Ability to follow instructions and work in a team environment
- Detail-oriented



As per the parameters and weightages given above, a typical junior developer must have the combination **$C = 4A + B + D + F + H$**

Note: The candidate requires knowledge of computer science, programming language, database, MS Office, which is why skills are represented as 4A



Testing The Combination Sets

To test our hypothesis, let us check the combination sets for the top talents hired via Uplers.



Swati Kapoor

Flutter Developer at The Skill Xchange, Australia

Profile

- 6+ years of industry experience
- Develops mobile applications from scratch
- Communicates smoothly with cross-department teams
- Adapted easily with Australia's time zone
- Remote-ready while working from Satna, Madhya Pradesh

Combination

2A+3C+F+I+J+K



Om Prakash Bharti

SEO Analyst at Ogilvy South Africa

Profile

- 8 years of experience in digital marketing
- Problem-solving skills useful for client-based projects
- Team player with strong communication skills
- Adapted easily with South Africa's time zone
- Remote-ready while working from New Delhi, India

Combination

A+3C+E+F+I+J



Jyoti Singh

Angular Developer for a top industrial simulator company in South Africa

Profile

- Develops high-quality simulated training programs
- Excellent time-manager
- Adapted easily with South Africa's time zone
- Remote-ready while working from Somnath, Gujarat

Combination

2A+C+E+F+I+J

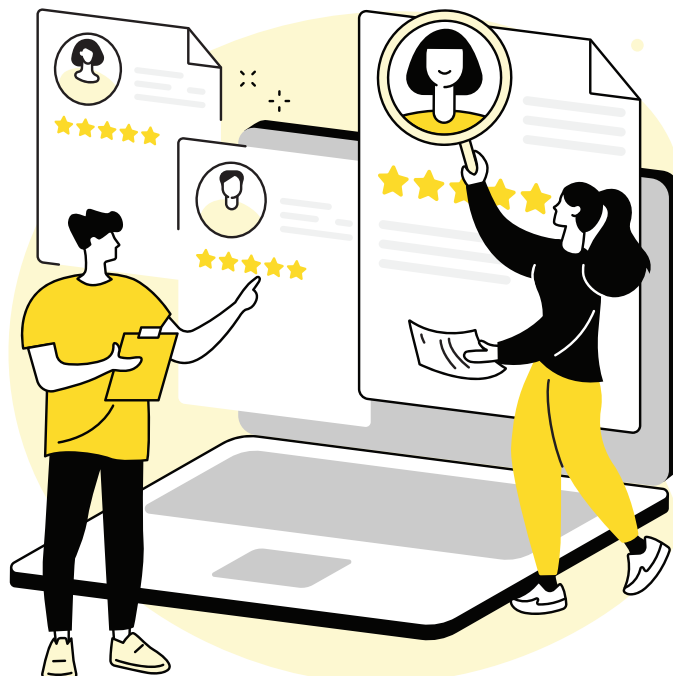
If each parameter is worth 10 points, the above talents have a valuation of

Swati Kapoor = 90

Om Prakash Bharti = 80

Jyoti Singh = 70

Evidently, Uplers' talents are miles ahead of the standard description, establishing themselves as a truly top talent. Each talent scores highly in the combination set, proving that they are highly-skilled and add immense value to their employers.



Optimizing The Hiring Process To Find Top Talents Easily

Combination sets are a systematic way to identify the top tech talents who will prove crucial to your business goals. However, perfection is a constant struggle for improvement, which is why it is necessary to constantly monitor and optimize the combination sets as per your convenience.

Consider these three points while refining the combination sets:



Analyzing the effectiveness of the combination sets

Check the quality of the talents you are hiring after you implement the combination sets in your hiring process. As the quality of the talents rises, the effectiveness of the combination sets becomes more visible. Ultimately, you gain clarity on the top talents and start hiring them, reducing the chances of bad hires and prolonged hiring cycles.



Seeking feedback from HR and hiring managers

The HRs are directly in touch with the talents, which makes them the best-placed for reviewing the effectiveness of the combination sets. Hence, their inputs are important in refining the hiring process and testing the impact of the combination sets. The vote of confidence from hiring managers will attest the success of the combination sets.



Making adjustments to parameter weightage or scoring system as needed

The combination sets define talents in a particular way. However, the definition of top talent may differ from one organization to another. Therefore, it is important to optimize the combination sets as per your idea of a top talent. Take inputs from the hiring managers and other stakeholders to improve upon the combination sets, by either adding more parameters or tweaking the weightage system.



Key Takeaways

Any degree of vagueness in the hiring cycle can lead to onboarding an unsuitable talent. An average LinkedIn job description fetches 250+ applications and the problem amplifies when you consider the global tech talent shortage. It is becoming increasingly important to define your ideal talent and identify them for ensuring minimum attrition and maximum productivity.

Benefits of Using Combination Sets



Data-driven approach based on the talent's best features



The employer can prioritize the talent's features based on the job role



Reduces chances of bad hires and attrition



Flexible as per the organization's demands



Develops a clear and reliable hiring process

An objective-based process such as the combination sets can be your key to better hiring rates amidst a global talent crunch. Retaining the best talents and building a cohesive workforce becomes easier with this methodology.



www.uplers.com