



FINDING THE RIGHT CANDIDATE

SDS offers amazing opportunities to accelerate your career.

StableData Systems is a technology consulting firm that has grown steadily over the last several years. This growth is manifest in several dimensions: number of clients handled, size of engagements, etc.

Among these is a need for growth in the size and complexity of our sales consulting and technology delivery organizations. We are running more – and more ambitious – projects than ever before. The number of technologies we work with has grown. Our national client list has ballooned in size, and our technology processes have become steadily more intricate and elaborate and effective.

We are constantly in the process of growing our organization, but need to prepare for how we will transform and grow it to meet future needs of our clientele. We intend to create new Sales and Engineering positions to help us achieve this goal.

WHAT DOES SDS LOOK FOR IN A CANDIDATE?

Personal drive and motivation

At StableData, we place a strong emphasis on personal development, so we'll be looking for people who can reflect on their past performances and recognize their own individual strengths and development needs. It's important that you're passionate about development and can articulate your career aspirations and your planned course of action to achieve your aspirations.

- Have you pushed yourself to achieve things that go above and beyond?
- Have you developed new skills outside of your degree?
- How can you leverage your strengths for even greater success in the future?

Commercial awareness and technical expertise

We are passionate about providing our clients with services that contribute to their business success. Therefore, you'll be continually building on your commercial and technical expertise at SDS. This includes your ability to build relationships and empathize with clients - truly putting yourself in their shoes and understanding their business and needs. Much of this will come from on the job learning, coaching or via development programs - we'll also expect you to seek out opportunities to develop that expertise yourself.

This means we'll want to know that you're the kind of person who does their research and who can review or evaluate an experience to work out what you learned, and how you apply that learning. As a starting point, you could look into the qualifications we offer here. You could also find out more about our different business areas, and how you could add value to them.

- Do you understand how your experience could help you to enhance our business?
- Have you thought about who your dream client would be?
- Are you curious about what makes a business tick?

Excellent Thinking

- 1) The candidate must be capable of understanding each of the domains within the Enterprise. They must be familiar with the platforms, strategies and best practices in each domain to some degree, and be capable of pulling them into an operable framework
- 2) Financial Industry expertise is preferred, but not always required. We are applying the framework to a specific industry and insight and knowledge of that industry will be integral to establishing leadership and credibility with the business
- 3) Conduct end-to-end design leadership across the domains, for baselining where the business is now, strategically where the client wants to be, and then the footsteps that bridge those two points.

Creation and Transformation Ability

- 1) Be goal oriented. This is central. We need a candidate who can take a goal, own it, perceive what's in the way, and not lose sight of the goals in the slew of tasks.
- 2) Self-managing. You need the ability to turn fuzzy mandates into clear goals, and take complete responsibility for achievement – without construing your roles narrowly or letting yourself get stymied. The right candidate will need to do this with little coaching, oversight, or structure as they transform a group, institute standards, or execute on a project.
- 3) The candidate can 'connect to where they are.' This person will need to deal with the possibility of an unorganized, immature and dangerous IT environment. They must be inspired by the challenge of establishing the framework to improve it and draw energy from working towards that challenge by establishing effective services / standards to combat these issues. However, they must be patient, persistent and savvy enough to realize that this type of transformation takes time and cannot be achieved overnight.
- 4) Must be a team player and team leader while pursuing their mandate. They must be capable of setting, articulating and leading personnel through the devised strategy, but in a manner that allows them to be seen as a leader as well as an effective contributor to the team.
- 5) Can succeed in a chaotic, ambiguous, and changing environment, by framing orderly constructs that harness the chaos. They cannot be stifled by ambiguity or a lack of structure – but must be able to provide methods, techniques and leadership to define the pathway for others out of the chaos.

Management Skills and Experience

- 1) At least 10 years of experience in technology, with at least three years of experience leading complex initiatives, and not just participating or commenting from the sidelines.
- 2) At least five years experience, interacting with C-level executive management or senior directors.
- 3) Strong knowledge of business processes, service delivery and technology operations end-to-end.
- 4) Good communicator, adept at framing complex technical issues in everyday language. Good in person and in writing.
- 5) Holds people accountable. Can create a clear framework of accountability and hold their reports to it.
- 6) Provides specific, actionable feedback where improvement is needed.
- 7) Organized. Can handle complexity without being overwhelmed.

Common Sense / Conceptual Intelligence

- 1) Conceptual thinker with the ability to frame the concepts in actionable designs and plans.
- 2) Expertise in multiple areas and broad knowledge across multiple domains.
- 3) Pragmatic wisdom from designing and implementing architectures at other accounts. Knows that IT architecture is done to support the business and not for its own sake.
- 4) Very good listener, who understands that what is clear to one person may not be clear to others. Capable of assimilating multiple points of view into a single, agreed to perspective.
- 5) Sharp problem solver. Must have the strength to operate at a strategic level, discuss problems, causes, and solutions, and just generally keep up.
- 6) Knows his/her own limitations and works to improve them. Capable of seeking and asking for help, not a quiet sufferer.

We can't have candidates on client sites fumbling their way through a technical or managerial problem. If they don't know or if lack the experience to determine the right answers, they should have the self-awareness to realize this and appropriately supplement their knowledge by reaching out to those who are better informed / more experienced within our organization.

Cultural Fit

- 1) Must be able to both give and take feedback well. They need to be comfortable in a good argument.
- 2) Driven by logic instead of emotion. There will be a tremendous amount of change they will be surrounded by and responsible for. This requires being able to calmly, clearly think and discuss things: the meek, with brittle egos are not what we need if we are to remain competitive.
- 3) High potential to operate by our principles, and hold others in the organization accountable for doing so. You should eventually be able to become an example of excellence in our organization.
- 4) High standards. Needs to be paranoid about and constantly perceive badness, and alert and lead others to correct badness in the business. Actively engage others to formulate approaches to address badness and risks that impact the project(s) you are assigned to.
- 5) Lack of ego. We can't have personality or personal desires / hang-ups getting in the way of the best solution. The right person cares about excellence, the truth, and the right solution over and above everything else.

Believability in your field

- 1) General knowledge of a broad spectrum of your domain of expertise.
- 2) Excellent knowledge of strategy (build from scratch and transformational) and direction of key vendors.
- 3) Strong history of partnership with the client base.

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HERE ARE THINGS WE ACTIVELY AVOID IN A CANDIDATE:

- People without several years of training or experience in their role -in the field-.
- Candidates with no practical management, design or deployment experience for infrastructure or applications (depending on role).
- People who take conflict and argumentative discussion personally.
- Prima donnas or lone operators, who are determined to do their own thing, carve out their own space, and ignore the larger organization.
- Consultant types who haven't been responsible for delivering anything other than recommendations.
- People who require a high degree of structure up front, or who can't operate in areas with lots of change/ambiguity.
- People who act without considering what they don't know. We need a more thoughtful, even somewhat paranoid, type of person, with loads of self-awareness / earnestness.

[Contact us](#) with any questions, if you feel you're a good fit for SDS, we look forward to hearing from you!