

8 Key Steps to Hire Field Service Engineers

Use this infographic to make sure your job ad attracts the very best applicants, and your interviews help you single out the perfect engineer for your business

1 FIGURE OUT WHAT YOU NEED

You can't hire the best field service engineer if you don't know what 'the best' means for your business.



2 WRITE YOUR JOB AD

Use your answers from step #1 to write up a job ad that will work for the job boards, social media etc.

We're
HIRING

3 PLACE YOUR JOB AD

Go beyond the obvious to attract the best talent. Don't forget that competitors also post on the usual job websites.

4 SELECT CANDIDATES FOR THE PHONE SCREEN

A phone (or Skype) screen will give you the chance to share more details about the role and get a feel for the applicant before committing to an in-person interview. Use criteria and your gut feeling to sort through applications and decide who is a good fit.



5 CONDUCT PHONE SCREENS AND SELECT CANDIDATES

Field service engineers are the face of the business. Be sure they meet the criteria before hiring them.

6 WRITE YOUR INTERVIEW QUESTIONS

Be sure to cover different types of questions which will give you insights into a candidates skills etc.

7 MAKE AN OFFER AND REJOICE (OR START AGAIN)

You should now have the perfect engineer. If not, you can go back and conduct more interviews, or put the role on a freeze and see if the job market opens up.

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8 SEND THANK-YOU NOTES TO THOSE WHO YOU DIDN'T HIRE

A quick thanks keeps candidates from wondering what the status of their job application is. It also creates goodwill, which will help when you're ready to hire again in the future.



Get started finding the perfect field service engineer today!

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