



A Guide to Getting The Most Out of Your Contractors During COVID-19



As Australia's tech recruitment market continues to evolve rapidly, it's up to employers to stay ahead of the curve. This is where contractors come in.

Not only can you gain access to a wide range of skillsets, including experience with niche software and projects, but it gives you the ability to scale your teams up or down quickly according to specific business needs. And in the era of emerging technologies and multifaceted projects, bringing independent tech contractors into your organisation is often the most effective option.

If you're looking to hire a contractor or two, you'll want them to be delivering results from the get-go. Not sure how to achieve this? Here's a guide to help you bring out the best in those that you engage and reap the benefits for your business.

Key Benefits of Hiring Contractors



Fills an
immediate need



Scalability



Cost Savings



Autonomy

Fills an Immediate Need

There are times when you need to bring someone on board at short notice, whether that's to support the delivery of a specific fixed-term project, fill a skills gap or cover an absence. One of the major drawcards of experienced contractors is that they can hit the ground running and add immediate value to the project.

Scalability

Having the flexibility to increase or decrease staffing numbers to meet ongoing needs has obvious benefits, enabling you to be more agile and cost-effective. Today, it's common to run entire projects with external talent, such as the implementation of digital transformation or migration projects.

Cost Savings

Some employers may be put off by seemingly high contractor day rates, but hiring contractors can save you money in the long run. You're only paying them for the work they deliver, they're often a short-term investment and if you manage them effectively, there should be very little downtime on projects.

Autonomy

Senior contractors generally need very little supervision, are used to working independently and adapt quickly to new environments. If you provide a comprehensive brief, thorough onboarding and set clear expectations, you can be confident that your contractor has the tools they need to start actively contributing.

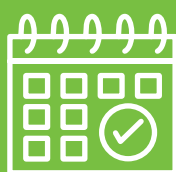


How to Get the Most Out of Your Contractors

Although contractors may only be part of your team for a short time, it's still important to give them the best possible opportunity to succeed in the role, just as you would a permanent employee. To bring out the best in your contractors, here are a few tips to consider:



Be Flexible



**Set Clear
Expectations**



**Provide
Feedback**



**Make Them Part
of the Team**

Be Flexible

You'll find contractors are used to managing their own time, which is one of the reasons they enjoy this style of working. Set parameters you are comfortable with in advance regarding the level of flexibility you are willing to offer. Consider working hours, remote working and other flexible arrangements, then communicate these effectively. It's important for them to be there for any meetings and updates, but try to offer them the autonomy to work in the way they're most comfortable.

Set Clear Expectations

Contractors are accustomed to working independently, but to get the best out of them – and the best results for the project – ensure you set clear expectations and goals from the outset. Providing context for the project as well as educating them on the overarching aims of the organisation can help to achieve that all important buy-in.

Provide Feedback

Ongoing feedback is not necessarily something a contractor will be used to, so it's an opportunity to cement your working relationships and optimise your contractors' output. Organise regular check-ins to let them know exactly where they stand in terms of performance and if there are any improvement areas, discuss how further guidance can be given if they need it.

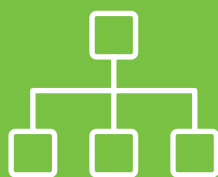
Make Them Part of the Team

Even though tech contractors may not be around for the long term, it's still important to ensure they feel included in your permanent team. Think about different ways to help them become part of the organisation and its culture; invite them to team lunches or drinks, bring them into key company announcements and assign a colleague who they can turn to if they have questions.



Getting Your Organisation Remote-Ready

The changing nature of our world means that it is now essential for businesses to formalise the processes to remotely onboard contractors and enable them to work remotely. Here are some of the key items to consider when making this a reality for your organisation.



Timelines and
Structure



Communications



Access

Timelines and Structure

Even the most well-intentioned remote onboarding process can be undone by a lack of clear strategy and organisation at the outset. Contractors are experienced in independent work and can operate without the level of supervision or process other employees may expect. Give your contractor the necessary details, outline who is the correct point of contact for each potential issue then give them the space to get moving.

Communications

Unambiguously define the contractor's position in the team and explain where they sit within the wider project. Scheduling introductory and ongoing virtual meetings (both formal and informal) with relevant stakeholders is critical for making your contractor feel confident and comfortable that they can get the answers they need when they need them.

Access

Not just to the tools needed to complete their tasks, but to historical project data, documents and people. While these things are rarely 'off-limits' to contractors, routes to accessing them can be hidden or unclear, ensure you make information gathering accessible, and friction-free.



Get in Touch

If you need high-quality tech contractors to support your next project, speak to the IT recruitment specialists at [Enterprise IT Resources](https://www.eitr.com.au) today.



02 8096 8600



www.eitr.com.au



info@eitr.com.au



Level 9,
50 Margaret Street,
Sydney, NSW, 2000



02 8088 6341

