



# HOW TO BUILD A REPEATABLE SYSTEM FOR HIRING AND RETAINING CLOUD TALENT

## PART 2: ISOLATE AND IDENTIFY THE SKILLS FOR

When you have a clear picture of your business's objectives for the short, medium and long term, you can effectively plan the steps your organisation will need to take in order to make these goals a reality. And, of course, a major factor in your ultimate success or failure to meet these targets will be the people you have on your team. Of course, people can be an incredibly fluid resource, but careful analysis of both your current in-house talent landscape, as well as how you plan to tackle any unexpected personnel changes will help you to keep ahead of your business's timeline for growth.

### AUDIT YOUR CURRENT LIBRARY OF SKILLS

The goal of this stage of the process is to anticipate the skills that your business will need in order to meet its objectives in eighteen months' time, and thereby identify where a skills or knowledge gap may lie.

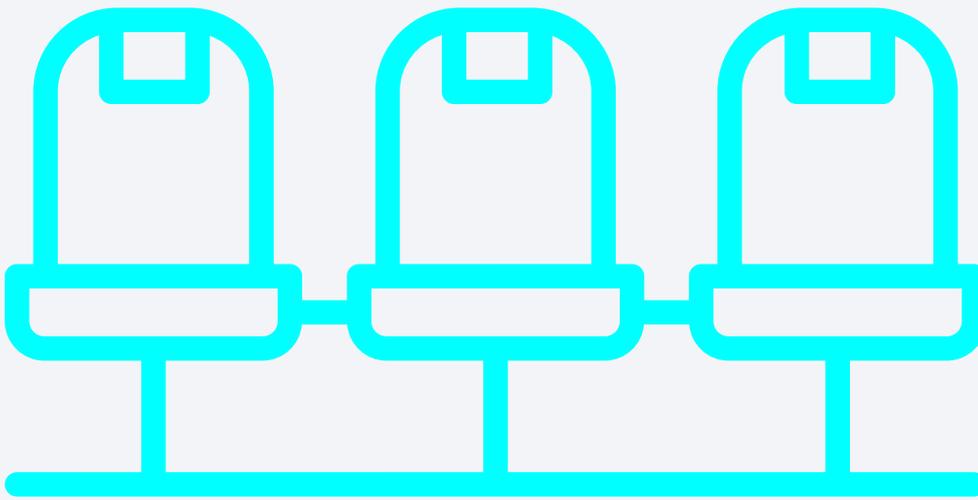
### MARKET MAPPING TO IDENTIFY YOUR NEEDS

First of all, it makes sense to establish whether the skills you are looking for are likely to be available to you. Some skills or knowledge areas may be niche at the current time, making it harder to find the right tech talent who can deliver what you hope for. And if these skills are particularly specialised, or particularly niche, you will need to assess the cost of acquiring this level of resource.

Putting a plan in place for rapid recruitment to cover key roles will help to minimise any disruption to your business operations should the unexpected happen.



It's also important to determine where your competitors are in their respective development journeys: will they also be looking to acquire niche tech talent at the same time as you, and how might this impact your own strategy?



## PLAN WITH THE EXPERTS

A surefire way to overcome the challenges of accessing a niche tech talent landscape is to partner with the experts at Regal Cloud. With specialist knowledge and extensive experience of navigating the tech recruitment field, we can help your organisation through market mapping to identify your needs, creating a streamlined hiring strategy, and ensuring the long term talent retention you need to meet your objectives.

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**Please get in touch today and discover how Regal Cloud can help you connect with the specialised talent your business needs in order to thrive.**

**Call: 0208 004 9877, Email: [enquiries@regal-cloud.com](mailto:enquiries@regal-cloud.com)**

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