Certus Recruitment



What the Best Tech Talent Is Really Looking For

The questions experienced technology professionals ask before they move.

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Certus Recruitment Group

OUR VALUES

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What the Best Tech Talent Is Really Looking For

The questions experienced technology professionals ask before they move.

For a long time recruitment was fairly simple.

- Find someone with the right experience.
- Match the salary.
- Sell the opportunity.
- Make the hire.

That model is changing.

Particularly when it comes to experienced technology talent.

The best people aren t necessarily looking for another job.

They re listening. Watching the market. Thinking about what comes next.

And when the right opportunity comes along they re asking different questions:

- Do I believe in the technology?
- Do I want to work for this company?
- Will I have the opportunity to make an impact?
- Can I see myself developing here?
- Is this business working on something genuinely interesting?

Salary still matters of course.

But it s increasingly only part of the decision.

Leadership matters

Technology professionals are looking closely at who they ll be working for.

They want clear leadership a credible vision autonomy and the opportunity to contribute not simply a list of requirements and a job description.

A great CTO Engineering Manager or Head of Product can be a huge attraction.

A poor one can undo almost everything else you re offering.

AI is changing what great looks like

We re also hiring for technology roles that are changing underneath us.

Software Engineering Data AI Infrastructure Cybersecurity Product and IT are all being reshaped by AI and automation.

That means technical experience still matters but so do curiosity adaptability and the ability to learn.

The best candidates aren t just asking:

What does the role look like today?

They re asking:

Where is this role and this technology going?

Don t just hire the CV

A great company name impressive tech stack or prestigious job title doesn t guarantee someone will succeed in your environment.

The better question is:

Why were they successful and will those conditions exist here?

Someone who thrived in a highly structured enterprise environment may struggle in a scale up where they re expected to build systems processes and solutions from the ground up.

Someone who has worked with the latest technologies may not necessarily have the mindset needed to solve your particular problems.

Context matters.

And your hiring process matters too.

Five interviews a technical test a week between stages and then silence while everyone aligns is a great way to lose good candidates.

Speed isn t about rushing.

It s about showing intent.

• We know what we re looking for.

• We value your time.

• We want you here.

The best candidates are assessing you just as much as you re assessing them.

So what are they really looking for?

• Good leadership.

• Interesting technology.

• A clear vision.

• Career development.

• The opportunity to learn.

• Autonomy.

• Flexibility.

And increasingly a business that understands how AI will change its industry.

Ultimately it s about impact.

The best technology professionals aren t simply looking for a bigger salary or a better job title.

They re looking for a better opportunity to build innovate learn and make a difference.

And that s why the best hiring processes don t just sell the job.

They sell the future.

At Certus Recruitment we work with technology businesses across the UK Australia and North America to identify and attract exceptional technology talent across Software Engineering AI Data Cybersecurity Infrastructure Product IT and wider technology functions.

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