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DefensePlacements Newsletter February 2013

Andrew Beccue and Brian Spaulding Win Big at Regionals

At this year's MRI Atlantic Regional Workshop, Andrew Beccue was named CSAM of the Year for 2012 and Brian Spaulding was named #1 Project Coordinator for the Mid-Atlantic region for 2012. What an amazing group of talented, hard-working professionals at DefensePlacements! It is an honor to work alongside these guys every day. Congratulations Andrew and Brian!



*Back Row: Carol Zimmerman, Katrina Blalock, Caroline Mutch
Front Row: Brian Spaulding, Andrew Beccue, Ken Selzer*

Bad Hiring is Bad for Business

For a growing company, the hiring process can be likened to taxes and death: inevitable and unavoidable but necessary. The hiring process should be thorough yet fine-tuned so as not to be time-consuming because once the task of hiring a candidate becomes tedious, you risk having someone skip necessary steps and end up with a bad hire. A bad hire is candidate that, for whatever reason, is not properly doing the job they were hired to do. A bad hire can cost a company big time, particularly if they are habitually hiring the wrong candidates for a position.

HOT SEARCHES:

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*Sr. Manager of Business
Development*

Vice President, Sales

*General Manager- Aviation,
Supply Chain*

*Sr. Director, Business
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About Us:

DefensePlacements is an executive search firm with a proven track record of successfully placing professionals within the **Defense/Aerospace, Security, Manufacturing,** and the **Private Equity** markets.

FAST, FOCUSED, FLEXIBLE, and **FRIENDLY** is our guiding philosophy via a culture of authenticity, honesty, and integrity.

Founded by a decorated combat pilot, we are an approved **Vietnam Veteran Owned Small Business Enterprise.**

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There are many studies out now outlining the costs of a bad hire that a company can endure and it is not pretty from a budgetary standpoint. One colorful article, in particular, discusses the results from a study done by the staffing firm Vitamin T. The article, [I Hired a Zombie or The True Cost of a Bad Hire](#), details the percentages of damage a bad hire can do to a company budget which can add up to \$50,000. This includes a 24% loss in business from clients that have left your services and a 16% cost increase in extra workload for other employees because of the poor skills of this particular person. By far, the most shocking number came from the cost of firing the poorly hired candidate. Finally letting that person go would mean a 39% company cost from severance, unemployment and any possible legal action the person attempts to bring against your company.

In his article, [The Hidden Costs of Bad Hiring](#), Jay Goltz states that the extra unemployment insurance alone can cost your business \$40,000 and depending upon the caliber of your customer database, lost business could total \$200,000.

You can avoid this as much as humanly possible by following these excellent guidelines found in Kristin Anderson's article [The Cost and Effect of a Bad Hire](#):

- * Always check references. A bad hire has usually had a poor work experience before, and you should try your best to discover it.
- * Hire on a trial basis. Many companies have a 60-to-90-day probationary period in which it is possible to terminate a bad hire without facing legal action. The rules of the period are specific to each company and will need to be drafted under legal advisement.
- * Be very specific in terms of job responsibilities and desired personality.

The hiring process can be long and tedious and Goltz points out that you have other priorities that need to be tended to while you are attempting to go through candidates. That is where a trusted recruiter can step in and take the burden off of you. An excellent recruiter is there for you to take your specific qualifications for a position, weed through resumes and LinkedIn profiles to find the perfect candidates to submit to you. Once you review those resumes, the recruiter can then make the calls to check references for you. The time-consuming portion of the candidate search is completed while you continue your normal daily activities.

The main point that all of these articles come back to as the cause for unnecessary bad hire costs is a glitch in the hiring process. Maybe someone didn't check references or maybe someone spent more time talking in an interview than listening to the candidate. Whatever the case might be, the hiring process can either make or break company profits. Filling a position with the perfect candidate should not be your main focus, though. A thorough hiring process should be your concern, and with that, the perfect candidate will shine through.

The value that DefensePlacements will provide you is a professional relationship built on trust so that you depend on us to bring you the most qualified candidates in a timely manner.

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*"At the touch of love,
everyone becomes a poet."*

~Plato

Happy Valentine's Day!

*"Honesty is the first chapter
of the book of wisdom."*

~Thomas Jefferson

Happy President's Day!