

# THE **Techie** TIMES



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# TIPS FOR BETTER HYBRID MEETINGS



**T**he pandemic changed the way we live and work, and many businesses have since embraced some of those changes by continuing to operate with a hybrid workforce, an arrangement in which part of the team works remotely and part of the team is in the office. In today's hyper-connected world, it's easier than ever to have a semi-remote or fully remote team thanks to the multitude of technology solutions that let teams communicate and collaborate from anywhere. But no matter what type of team you have, there are certain challenges and advantages to your particular arrangement. If you have a hybrid team right now and plan to continue in that mode, here are some ways you can optimize your meetings for success.

## CHOOSE THE RIGHT TOOLS

One of the most important things every organization needs for success in a hybrid environment is the right combination of tools for communicating. There is a multitude of great collaboration tools out right now that can help teams stay on the same page for projects, assignments, and side conversations. In addition to these tools, the right meeting tools are essential for keeping teams focused and connected during important conversations.

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# TekPartners Professional Services



Popular options include Zoom, Microsoft Teams, and Webex because these tools are easy to use and allow for video, audio, chat, and recording options. You may need to try out a few different tools to decide which one is best for your organization – or perhaps a combination may be the best plan depending on the situation, your budget, and your team’s preferences. Once you have decided which tools are best for your organization, next steps should include training so everyone will be on the same page when it comes to how to utilize them.

## SET GROUND RULES

In addition to training on meeting tools, it’s a great idea to set ground rules for how meetings should generally be conducted. For example, do you want people to utilize the chat function for questions, comments, links, etc. during the meeting? This can be a good way to let people jot down thoughts or questions while someone is speaking without interrupting. Other ground rules can include practical items such as ensuring that everyone knows to stay on mute when they are not speaking and making sure to include dial-in information in meeting invitations so both remote and in-person team members can easily access meetings. Additional rules might be linked to the company culture, such as prioritizing having everyone on camera for meetings or instituting certain types of catch-up meetings on a set schedule.

## ENCOURAGE STAYING ON CAMERA

When conducting meetings with a hybrid team, it’s important to maintain a feeling of connection so that all team members are included. Having everyone on camera is a great way to help your team members connect to one another and make the meeting feel more natural. When everyone can see one another, it’s easier to notice body language, tell when someone wants to speak, and otherwise get cues that would be lost if no one is on camera. For much longer meetings, it may make sense to loosen up on this requirement to allow people a rest from “Zoom fatigue,” so this does not need to be an inflexible rule. Other items to consider include making sure your equipment is up to the task, especially if you may have meetings where some people will be in a conference room and other team members are remote. Will your conference room camera be able to broadcast a clear picture and sound so the rest of the team can see and hear them well? Does your organization have the right internet to allow the right streaming capabilities? This can help your team stay on camera and avoid awkward slowdowns, keeping things efficient and letting your team focus on the work at hand.

## DON’T FORGET THE PEOPLE FACTOR

One important factor that can make hybrid meetings feel much more natural is allowing time for people to catch up with one another and chat just like they would if they were in person. If these informal chats are part of your company culture during most meetings, then allow time for them to happen organically during hybrid meetings as well. This can be key to letting your remote employees feel connected to your culture and giving your teams the chance to build a natural cohesion.

## LOOKING TO BUILD UP YOUR HYBRID WORKFORCE? NEED HELP SETTING UP THE INFRASTRUCTURE YOU NEED TO BE ABLE TO HAVE A HYBRID TEAM?

TekPartners is here to help with your IT staffing and infrastructure needs. [Get in touch with us today](#) so we can help you get started.

Our Professional Services division has deep expertise in a number of specialized areas to assist with the delivery of your most strategic initiatives.

We have trusted [partnerships](#) with Databricks, Microsoft, Snowflake, Tableau, and UKG Pro.

### Our Offerings Include:

- Assessment of Current State, Roadmap & Strategy to Future State
- Consulting – Utilizing Best Practices & Reinforced By Our Practice Leads
- Co-Managed Project Solutions – Our Teams Working Together
- Fully Managed Project Solutions – Turnkey Delivery By Our Team

### We specialize in the following Practice Areas:

#### Technical Practices:

- Application Development & System Integration
- Data Analytics & AI
- ERP, CRM & Collaboration
- Mobile Application Development
- HR / Payroll Software

#### Functional Practices:

- Project Management /Business Analysis
- Quality Assurance

Our methodology, TekPartners RPM, enables us to deliver in a very quick and collaborative way to realize ROI of your investment in the shortest time possible.

Ready to get started? [Contact us today!](#)

# WHAT ARE THE HOTTEST IT JOBS RIGHT NOW?



**T**he tech sector is always growing and changing, so it can be hard to stay on top of the latest trends. However, there are a few areas that have been experiencing sustained and consistent growth over the past few months as the demand for certain types of expertise remains strong. This has been driven in part by the growing confidence of businesses as COVID rates have gone down and vaccination rates have risen. As these businesses look toward the future, they have begun to invest in IT and infrastructure to assist in their digital goals. IT professionals with backgrounds in these areas have an advantage right now and as a result, they can leverage their experience into higher salaries and desirable locations for work.

## **HERE ARE A FEW OF THE HOTTEST AREAS FOR IT JOBS IN THE MARKET RIGHT NOW:**

### **Software Development**

This area is hot right now as businesses have started to come out of survival mode and look toward how they can innovate and make themselves ready for the future. Software developers are an important part of this plan because they will be the ones creating the programs and apps that power these changes. As new

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business needs arise and organizations need to update older systems, software developers will be key players in making this happen. Evolving consumer expectations have been a big driver for change as well, and businesses are finding an increased need to be able to pivot quickly to meet those expectations through digital means. As a result, software developers will continue to be in high demand in today's digital landscape.

**Cybersecurity**

Experienced cybersecurity professionals have been in high demand for a long time and there is no sign of this changing any time soon. As cyber criminals continue to invent new and sophisticated ways to infiltrate business systems, organizations will continue to need cybersecurity professionals to fend off these attacks and protect their data. There is also a lot of opportunity for cybersecurity professionals assisting with organizations that have been attacked, as mitigation and data

recovery can also be part of this area of expertise. Individuals with more advanced credentials in the field and management experience can expect to make a very good salary, as businesses are willing to invest in having excellent people on their teams when it comes to this vital organizational function.

**IT Project Management**

Now that the pandemic appears to be on the downturn, businesses are starting to get more adventurous about investing time and money into new projects. With so many new IT projects on the horizon, these organizations will need the right people to manage them. This is where IT project managers are starting to see an uptick in new prospects. These professionals will be expected to oversee important IT projects such as digital transformations, system integrations, software installations and upgrades, database management, and more. IT project management can be an exciting career option because of the va-

riety of projects IT project managers work on. This diverse experience can be an enormous asset for future career growth and makes this an exciting job option for those interested in project management within the IT industry.

**DO YOU HAVE EXPERIENCE IN ONE OF THESE AREAS AND WANT TO TAKE THE NEXT STEP IN YOUR CAREER?**

Our specialized IT recruiters are here to help. [Get in touch with our team today](#) so we can help you find the right job to meet your professional goals.



**TEKPARTNERS INCENTIVE PROGRAM (TIP)**

The TekPartners Incentive Program (TIP) is a referral program designed to maximize our ability to serve the U.S. IT labor market. Your referrals of either IT professionals or IT job openings allow TekPartners to gain even greater access to the critical resources companies are seeking today and the dream careers professionals are searching for.

**GET REWARDED**

When your referral gets placed or your job opening is filled, it's time to collect your reward for awesome service.

Payout	Tip Tier	Salary Thresholds
\$250	Bronze	\$1 - \$50,000
\$400	Silver	\$50,001 - \$85,000
\$600	Gold	\$85,001 or more
\$1000	Platinum	3 referrals, any salary

**THE DETAILS**

**Who May I Refer?** Any IT professionals and/or open IT jobs in the U.S.

**Who Can Submit for a TIP?** Anyone is eligible to refer IT candidates and/or open IT positions.

**How Do I Submit for a TIP?** It's easy! Simply complete the form on the [website](#).

If you're a current TekPartners Consultant, you may also email your recruiter directly.

**What if I have a question?** Contact us at [HQ@tekpartners.com](mailto:HQ@tekpartners.com) and one of our Recruiters will be in touch within 24 hours.

**Disclaimers:**

You will receive payout upon the completion of the referral's 90th day of employment.

All awards are subject to the usual tax withholdings applied to your paycheck.



# DEVELOPING A MOBILE APP (IOS)

## BUSINESS SITUATION

The client's customers had been requesting an iOS app for a long time as there was an existing Android app with many functionalities. Certain customers were unhappy that they did not have access to these features and the client wanted to be able to provide them, but had encountered difficulties while trying to execute the project. The client's iOS app severely lagged behind the Android app during this time. The client urgently needed an iOS app on the same level as the Android app that would allow customers to control home automation and security features because they were not meeting customer expectations without these vital functions.

## THE SOLUTION

TekPartners had a previous relationship with the client when our Charlotte team learned that they needed help building a mobile application. The company knew our reputation as a trusted partner, so they were quickly connected with our Professional Services team and learned that we had a great deal of experience with similar projects. Our mobile practice lead instilled confidence in the client by show-

ing them exactly what they needed; he laid out a plan for what features they would receive, set expectations for the timeline, and started work right away when the client approved of the plan.

The same mobile practice lead who worked with the client to show them what we could do was then set as the expert in charge of the project. As an expert in iOS mobile app development, he had worked on similar high profile projects in the past and had the background to complete all deliverables the client requested in less time that originally anticipated. He built the app in Swift, a language that gives developers a great deal of freedom to design the features the client might envision.

Throughout the project, our team lead worked with the client's QA team so they could ensure everything functioned to the client's preferences. Our expert took the lead role on development and the architecture of the application. We also worked with their business team and product managers to ensure that the app included everything the client requested from a feature perspective, and began to work beyond the necessities to include other features the client desired.

## RESULTS

The project was completed in a month and a half and included twice the deliverables we originally promised to the client. The original plan was to provide 15 features, but we delivered 31 different features for the first version of the iOS app. This was a huge success for the client because they were able to move forward with a far more advanced app in such a short period of time.

Some of the advanced features our mobile practice lead built out for the client's app included integrated security cameras, thermostat features, sensor connectivity, and additional security and home automation features such as IoT integration to create a true smart home or business setup. After we completed the creation of the 31 new features for the iOS app, the client has since moved forward with upgrading the Android app, implementing our ideas in that environment as well.

Our success in this project allowed the client to improve and elevate their business by fulfilling a frequent request, expanding options for customers beyond what was originally promised, and allowing the client



to deliver an expanded, high-end experience to match their elite clientele. The new features of the service now set the client apart in their industry and have set them on track to supersede a top competitor through these cutting-edge options.

We are continuing to work with this client as they were very pleased with the way we not only met, but surpassed our goals and the client's expectations. We are currently working on additional features for the app as well as a matching web application's functionality to deliver a seamless experience to customers across multiple environments. These expanded offerings will give our client a competitive edge by combining the security and home automation products into a robust suite of features.

### TECHNOLOGIES SUPPORTED

iOS, Realm, Rest, SQL Server, Swift.

### CLIENT PROFILE

The client is a security and home automation company that provides reliable and innovative smart solutions for home and business. A trusted brand for over 25 years, they provide cost-effective, high quality solutions and technical support to fit each customer's lifestyle and budget. The client's services include lighting, energy management, and environmental control, as well as various security and automation features to create a state-of-the-art smart experience for home or office.

## 2021 IT SALARY GUIDE

Our new salary guide is hot off the presses! Get up to date on the latest hiring trends, industry hot topics, job search strategies and more with our complete 2021 IT Salary Guide. Inside you will find cutting edge information including:

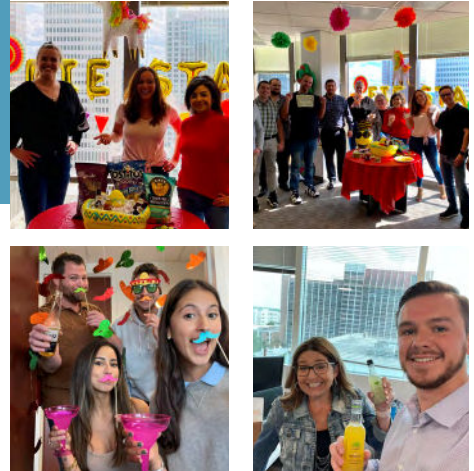
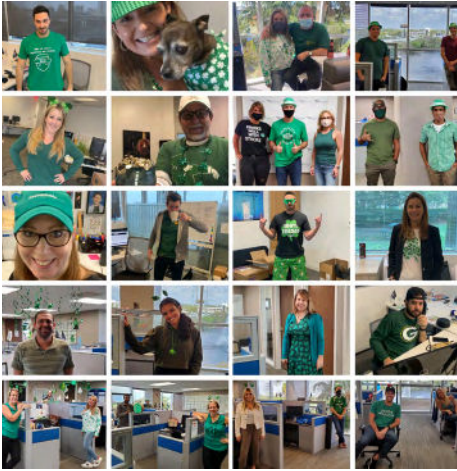
- Technology Salary Data Across 18 IT Job Hot Spots in the U.S.
- The Hottest Tech Skills for 2021
- The State of Remote Work
- Attracting and Retaining the Right Tech Talent
- Where to Find Tech Jobs in 2021
- The Importance of Optimizing Your IT Infrastructure



DOWNLOAD SALARY GUIDE



# TEKPARTNERS IN THE COMMUNITY



## ST. PATTY'S DAY

Our team went all out for St. Patrick's Day at each of our locations! We also had a mini happy hour to celebrate and bring the team together for one of our fun monthly events.

## NEW PERK: ENERGY DRINKS!

One of our newest company perks is that we now offer free energy drinks for our employees! What's your favorite kind?

## CINCO DE MAYO

We celebrated Cinco de Mayo with a fiesta with great food, drinks, and a fun time with the team at each of our offices. ¡Salud!

# HOT JOBS



## JOB ALERTS

Sign up for our Job Alerts and get new IT job openings delivered straight to your inbox or smartphone.

### PROJECT MANAGER

Location: Louisville, KY  
Term: Direct Hire

### LOANIQ TRAINING CONSULTANT

Location: Remote  
Term: Contract

Duration: 6 months

### OVERSIGHTS TEAM MEMBER

Location: Remote  
Term: Contract

Duration: 4+ Months

### BUSINESS ANALYST

Location: Remote  
Term: Contract

Duration: 5+ months

### SR. SOLUTION ARCHITECT

Location: Remote  
Term: Direct Hire

### SENIOR SQL/PYTHON DEVELOPER

Location: Remote  
Term: Contract

Duration: 18 months

### DATA ENGINEER

Location: Charlotte, NC  
Term: Direct Hire

### .NET DEVELOPER

Location: Charlotte, NC  
Term: Direct Hire

### IT ENGINEER

Location: Charlotte, NC  
Term: Contract to Hire  
Duration: 3 months +

### ETL DEVELOPER

Location: Charlotte, NC  
Term: Direct Hire

### 2ND SHIFT NOC SUPERVISOR

Location: Charlotte, NC  
Term: Direct Hire

### C#/ANGULAR FULL STACK DEVELOPER

Location: Charlotte, NC  
Term: Contract to Hire  
Duration: 6 months +

### SR. SW CLOUD ENGINEER

Location: Remote  
Term: Direct Hire

### SENIOR PROGRAMMER ANALYST - ENTERPRISE DATA WAREHOUSE

Location: Orlando, FL  
Term: Direct Hire

### OKTA LCM AND WORKFLOW ENGINEER

Location: Santa Clara, CA  
Term: Contract

Duration: 4 months

### UNIFIED COMMUNICATION ENGINEER

Location: Fort Lauderdale, FL  
Term: Contract

Duration: 5 months

### PROJECT MANAGER III

Location: Weston, FL  
Term: Contract to Hire

Duration: 6 months

### ASSOCIATE PRODUCT MANAGER

Location: Weston, FL  
Term: Contract

Duration: 8 months

### SR. SOFTWARE ENGINEER

Location: Weston, FL  
Term: Contract

Duration: 12 months

### RESOURCE MANAGER

Location: Weston, FL  
Term: Contract

Duration: 6 months

### SR. SALESFORCE TECHNICAL ANALYST

Location: Boca Raton, FL  
Term: Contract to Hire

Duration: 6 months

### SAFE AGILE SCRUM MASTER LEAD

Location: Miramar, FL  
Term: Contract

Duration: 12 months

### SENIOR DATA & BUSINESS ANALYST

Location: Remote  
Term: Contract to Hire

Duration: 6 months

### BUSINESS ANALYST

Location: Remote  
Term: Contract

Duration: 12 months

[See all job postings](#)

**TekPartners**  
A P2P Company

