

THE **Techie** TIMES



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JOB SEEKERS, NOW IS THE TIME



If you are an IT professional looking to take the next step in your career, then now is the time to do it. The market is heavily in favor of job seekers right now, so those with desirable IT skills and the experience to match are in very high demand. If you have been considering looking for a new job or want to get into contract IT work, then brush up your resume and get ready to make your move. Here are a few things to keep in mind as you ramp up your job search.

KNOW WHAT YOU WANT

We are in the midst of the Great Resignation or the Great Reshuffle right now, so there is a huge variety of job openings across various industries. Many IT skills are in high demand, so employers are more likely than ever to acquiesce to your demands to get those positions filled. That's why it's important to know what you want to see in terms of salary or hourly rate, benefits, job location, and flexibility options. Doing your research to [compare](#)

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[salaries](#) in your field is a great place to start. Knowing your worth and what salary range you are willing to take are important before you begin negotiating. It's also important to consider whether you want to work remotely, in a hybrid role, or prefer to go to the office most of the time. These parameters will help you narrow down job listings to pursue and get you to the next steps faster.

GET HELP FROM THE EXPERTS

Sometimes it's hard to know where to start when you're considering looking for a new job. How can you find the right type of company to apply with? Is there anyone looking for your exact skill set and experience level? Working with an experienced IT recruiter can be a great shortcut to finding a job that matches what you want. Not only can a recruiter help get your resume in front of hiring managers faster, but they also may have access to jobs that are not even listed yet. When it comes to contract IT work, having a relationship with an IT recruiter can be a great way to line up future contracts before your current one ends. When you are looking to take the next step in your career, it's important to take advantage of as many outlets as possible. That's why having a recruiter help you find the perfect job match can be a great way to get where you want to be – with the perks and salary you want as well.

EXPAND YOUR SKILL SET

While you are ramping up your job search and working your way through interviews, it's important to continue honing your skills. Depending on where you are at in your career, this could mean getting additional certifications, receiving more education in related areas of expertise, and networking with others in your field. Continuing to hone your skills and staying up to date with the latest in your field will make you a desirable candidate and help you stand out from the rest. While it's certainly a job seeker's market right now, it still does not hurt to give yourself an edge against the competition wherever possible.

LOOKING FOR YOUR NEXT IT JOB?

The experienced IT recruiters at TekPartners are here to help you reach your career goals. [Get in touch with us today](#) to learn more.



TEKPARTNERS PROFESSIONAL SERVICES



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
- Delivery Centers – TekPartners Domestic Facilities
- Fully Managed Project Solutions – Turnkey Delivery By Our Team

WE SPECIALIZE IN THE FOLLOWING PRACTICE AREAS:

Technical Practices:

- Application & Mobile Development
- Data Analytics & AI
- ERP, CRM & Collaboration
- Cloud, Network & Infrastructure
- 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!](#)

COMPETITION FOR TALENT IS HEATING UP – ARE YOU KEEPING PACE?



The struggle to find, hire, and retain top IT talent has never been tougher than during the “Great Resignation.” If your organization is having trouble finding the right people and getting them to stay in the current tight labor market, it’s time to take a look at your hiring process, benefits package, and culture to see where improvements can be made. Top tech candidates have a wealth of opportunities available to them right now, so it’s imperative for your company to find a way to gain an edge on the competition.

EXAMINE YOUR HIRING PROCESS

If you are having trouble appealing to the type of candidates you want applying to your jobs or are finding that they drop out of the hiring process before you can make an offer, it’s time to take a closer look at the process itself.

If the right type of IT talent is not applying to your jobs, then maybe the job listings need to be reworked. Being up front about job requirements, benefits and salary expectations can help you weed out unwanted or

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unqualified candidates while enticing the ones you do want. In addition, boosting your job listings strategically can also get your jobs seen by more candidates.

Does it take a long time to get candidates into an interview from the time they apply? Competitors could be snapping them up before you even get to meet them. A long and drawn out interview process with many rounds of interviews can allow desirable candidates to slip through your fingers because they find another offer in the meantime. Top IT candidates are often being courted by multiple companies at once, so expediting the interview process and getting them an offer quickly is key to securing them for the job.

HAVE COMPETITIVE BENEFITS

If you frequently find the right IT professionals, but they are not accepting your offers, then there may be a mismatch between candidate salary and benefits expectations and what you are offering.

Doing research on what your competitors are offering can help you bolster your benefits offerings in the right areas. During these unusual times, this may mean having to look beyond local competition and instead consider what your national competitors are offering as well. With so many IT candidates seeking remote work options, top IT talent may be finding work with competing companies anywhere in the U.S. If your organization is not willing to allow remote or hybrid work, then this might be another factor behind the loss of good candidates. Examining your current salary expectations, benefits, perks, and remote/hybrid work options and altering them to be more in line with your competitors could make all the difference in attracting the best candidates.

CREATE A WINNING CULTURE

Retention is another common issue since it is so easy for top IT talent to pick up and move to a different job these days. If you

have managed to secure a great candidate, you certainly want them to stay as long as possible. While having competitive benefits and perks is a driving factor, it's also important to ensure that your company culture is inviting, inclusive, and supportive so these talented individuals will stay for the long term. Listening to employee feedback and using that information to guide changes to the company culture is key to creating an atmosphere where employees feel seen, heard, and valued.

NEED HELP FINDING THE RIGHT IT TALENT?

In today's ultra-competitive market, it's important to focus your efforts and move quickly when the right people turn up. Working with a trusted IT staffing partner like TekPartners can help you succeed in finding the top talent you need to drive your IT and business needs. [Get in touch with our experienced team today](#) to learn more about how we can help you meet your 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 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.



BUILDING A BETTER DATA MANAGEMENT SOLUTION

BUSINESS SITUATION

The client needed assistance in order to design a master data management solution that would centralize a large database and prevent data from getting out of sync or becoming inconsistent. This was vital to the client's business because the client serves many customers across a large number of locations and these customers could potentially need records updated from any number of those locations over time. As a result, inconsistencies in data and record management could become costly and inconvenient problems.

As the client grew and requirements changed over time, the client's on-premise system was no longer serving the client's growing business needs. Adding to the complexity, they uncovered an urgent need for master data that could not wait. The client had a previous relationship with TekPartners through another major data platform project, so they reached out to our team for a solution.

THE SOLUTION

Our client was in the right hands because the Professional Services team at TekPartners has extensive knowledge about the creation and maintenance of the type of master data management solution they

needed. The TekPartners team promised the most urgent data needs could be completed within two months and delivered the project within the promised timeframe.

There were several requirements for the solution, beginning with golden record management, or a system in which a single, accurate record would span across the entire system no matter which service branch of the client's business was helping a customer. The next requirement was proper stewardship and governance of the data with consistent management across all systems. The client also needed a system that provided a method of documenting the history of changes to the records and a system for auditing them. This needed to be maintained across the organization as well in order to be able to see who had made what changes and when those had occurred. All of this would be incorporated within a master data management system that could be maintained and managed by the organization itself.

The team at TekPartners took a two-step approach to the project to show proof of concept, demonstrating to the client what kind of system they were to receive, and to get them on their way to a working solution as quickly as possible. With

this in mind, our team offered Microsoft's Master Data Services as the first stage of the solution, tailored to the client's master data needs and implemented it in their VM environment. This provided the client with a service-oriented architecture using Master Data Services to create centralized, synchronized data sources to reduce data redundancies across all systems. This was an interim step as the team worked on the second phase of the project – a sophisticated long-term MDM solution utilizing the Ataccama platform.

Throughout the two phases of this project, TekPartners provided a project manager who oversaw the project and led these initiatives. Our team also provided two architects who worked together with the project manager to lead the project, ensuring that the client had the systems, staff, and knowledge in place to take control of the data and manage its cleanliness in the future.

RESULTS

The new Master Data Management solution delivered by the TekPartners team allowed the client to build a master database with the organization's data that can continually be built upon and updated. This will ensure consistency in the client's



data and ease of use for the client's team, including those auditing the data. The TekPartners team also trained the client's staff extensively on how to use the front and back ends of the database, as well as how to enter and update data so they could use the new system comfortably going forward. By approaching this project in two phases, it gave the client time to transition to the Ataccama platform as the final solution and have the right staff ready to work in the new environment.

Moving to the new master data management solution will save the client both time and money by eliminating redundant processing, and will help the client avoid discrepancies that could not be easily reconciled or corrected in the past. Our solution will help the client consistently manage a set of data from one central location with the functionality the client needed. This will enable the organization to manage their own data internally and have consistent definitions across the entire organization.

The solution puts the organization's master data back in the hands of our client's business users while providing the traceability to see who made those changes, what the changes are, and when they were made. This increased accountability will make record management far easier and more efficient than it was in the client's old system, saving the client time and money.

CLIENT PROFILE

The client is a national specialty-based hospital management group. The client's network of specialists partners with various healthcare organizations to provide a variety of clinical services. The organization prides itself on being able to deliver customized solutions to meet their clients' needs.

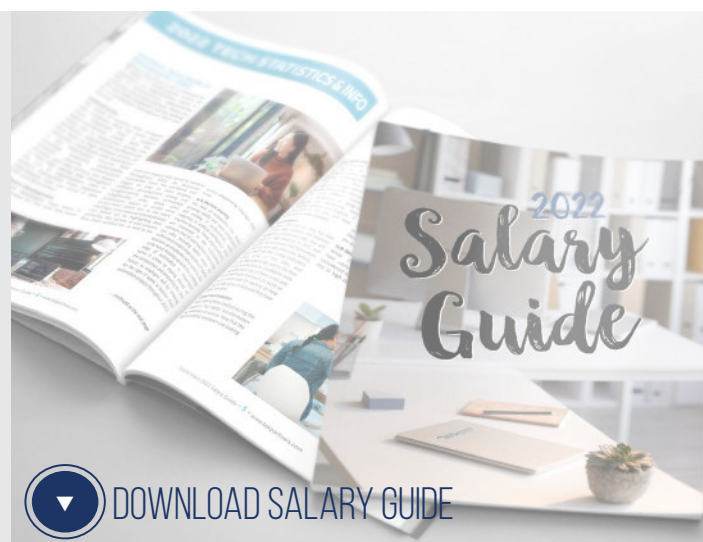
TECHNOLOGIES SUPPORTED

Azure Synapse Analytics, Microsoft Master Data Services (MDS), Ataccama

2022 IT SALARY GUIDE

Our new salary guide is hot off the presses! Get up to date on the latest hiring trends, industry hot topics, digital strategies and more with our complete 2022 IT Salary Guide. Inside you will find cutting edge information including:

- The Latest Technology Salary Data
- The Hottest Tech Skills in Demand for 2022
- Where to Find Tech Jobs in 2022
- Winning the War for Talent
- The Future of Digital Transformation
- Cybersecurity and Remote Risks
- How Hybrid and Remote Models Are Changing How We Work



TEKPARTNERS IN THE COMMUNITY



GIVING BACK IN CHARLOTTE

Our Charlotte team recently gave back to the community by volunteering at Second Harvest Food Bank of Metrolina. Taking the time to give back is a key part of our culture here at TekPartners, and we are glad we could help a good cause.

NATIONAL POPCORN DAY

We celebrated National Popcorn Day with a variety of delicious treats as part of our monthly company culture events to bring the team together.



20TH ANNIVERSARY EVENT

TekPartners, a P2P Company, is celebrating 20 years in business as well as its many achievements over the past two decades. Founded in 2002 by Vito Scutero and Harris Katz, TekPartners has since become a well-known and trusted technology solutions firm in South Florida and nationwide.

The company grew from humble beginnings in South Florida to expand nationwide with offices in Fort Lauderdale, Miami, Orlando, Charlotte, and Milwaukee. During the past 20 years, TekPartners has served 900 clients throughout 48 U.S. states, as well as the District of Columbia, and beyond the U.S. in Canada, Cuba, and Great Britain.

TekPartners has flourished throughout the years, winning numerous industry awards and recognitions and building a strong and lasting legacy. The company looks toward a bright future ahead as it recently [received a majority investment from A&M Capital Partners](#) that will serve to take the company's growth strategies to the next level and accelerate its evolution.



In honor of the company's significant contributions to the Fort Lauderdale community by providing vital jobs and services, the City of Fort Lauderdale made a proclamation declaring March 18th, 2022 as TekPartners Day. The proclamation was unveiled by Mayor Dean J. Trantalis at a special celebration for company employees at a local Fort Lauderdale restaurant.

Jay Bevilacqua, CEO of TekPartners, commented, "I want to thank Mayor Trantalis and the City of Fort Lauderdale for celebrating our anniversary with us, and for the honor of proclaiming TekPartners Day to mark this occasion. We truly love our home here in Fort Lauderdale and appreciate everything this city has done for us. The last 20 years have been an amazing ride, and we could not have chosen a better group of people to share this success with. We have a great team here at TekPartners that has consistently shown heart and hustle no matter what challenges we faced over the years. Our core purpose is to power organizations with proven talent to achieve their missions, and our team has never forgotten that. This has been the key to our success and I could not be more proud of the outstanding work our team does each day. I want to say a heartfelt thank you to each of the people who helped us get to where we are today. It's truly our culture and our team that have made this possible and I look forward to taking TekPartners to new heights in the coming years."

HOT JOBS



JOB ALERTS

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

BUSINESS ANALYST

Term: Contract
Location: Fully Remote
Duration: 6 Months Contract to Start

BUSINESS ANALYST

Term: Contract
Location: Fort Lauderdale - Hybrid (3 days onsite/2 days remote)
Duration: 6 Months
Compensation: \$55-65 per hour

DEVOPS ENGINEER

Term: Contract
Location: Orlando, FL - Hybrid
Duration: 12 months
Compensation: \$82 per hour (DOE)

DIGITAL PRODUCT OPERATIONS MANAGER

Term: Contract
Location: Orlando, FL
Duration: 12-month contract to start
Compensation: \$41 per hour

LEAD IT AUDITOR

Term: Direct Hire
Location: Boca Raton - Hybrid/Onsite (Local)
Duration: Permanent
Compensation: \$110-114k (Plus Bonus)

PROTOTYPE ENGINEER II

Term: Contract to Hire
Location: Remote
Duration: 6 Months Contract to Hire

SAFE AGILE SCRUM MASTER

Term: Contract
Location: Remote / MIRAMAR or DALLAS - then eventual partial remote
Duration: 12 Months
Compensation: \$60-65 per hour

SITE RELIABILITY ENGINEER

Term: Contract
Location: Orlando, FL - Hybrid
Duration: 12-month contract with possible extension
Compensation: \$79 per hour (DOE)

[See all job postings](#)

