

Hiring is extremely hard in the heavy civil realm, but does it have to be as hard as you might be making it? Here are six

positions for extended periods.

1. Your job adverts need improvement (sorry, but it had to be said!)

Take a look at one of your current job ads and imagine reading it from the candidate's perspective. Does it explain why someone should leave their current role to join your company? Chances are, it's just a list of what you do and what you want, with some generic perks like "competitive pay, paid vacation,

inspired by it? Probably not, so why would someone else?

2. Counteroffers

Have you discussed counteroffers with your potential new hire? Have you asked what they'll do when, not if, they get countered by their current employer? Or are you just leaving it to chance?

3.

What's driving them to consider leaving their current role?

what they're truly looking for, or are you just hoping they'll make the switch?

4. Unrealistic expectations

role been open for weeks because no one measures up to the last person who left? Let's be clear: they left. It's time to adapt.

You could have been training someone to meet your standards

5.

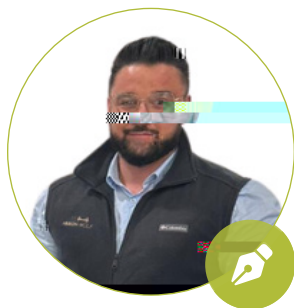
corners by offering subpar packages compared to competitors. Construction work is demanding, it involves long hours and requires specialized skills. If you don't take care of your team,

style company won't help employees pay their mortgage - banks don't accept that as currency.

6.

a candidate dragging their feet for weeks on a job offer (it would raise concerns about their commitment or perhaps their intentions to use it as leverage), the same applies to you. It's a two-way street. While you're thinking, your competition is hiring.

When talent is in short supply, hiring naturally becomes tougher. The aim isn't to pretend these challenges won't come up but to put yourself in the best possible position to handle



About the Author

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succession planning, and positioning companies as top employers in the industry, Greg blends people skills with data-driven insights to create impactful, people-centric solutions. Greg is a speaker, where he shares best practices and strategic insights to help elevate businesses across the sector,

individual, the article, or their association, organization, or company.