

AXIS

The pivot point for business strategy.

Engineered by InclusionCloud.



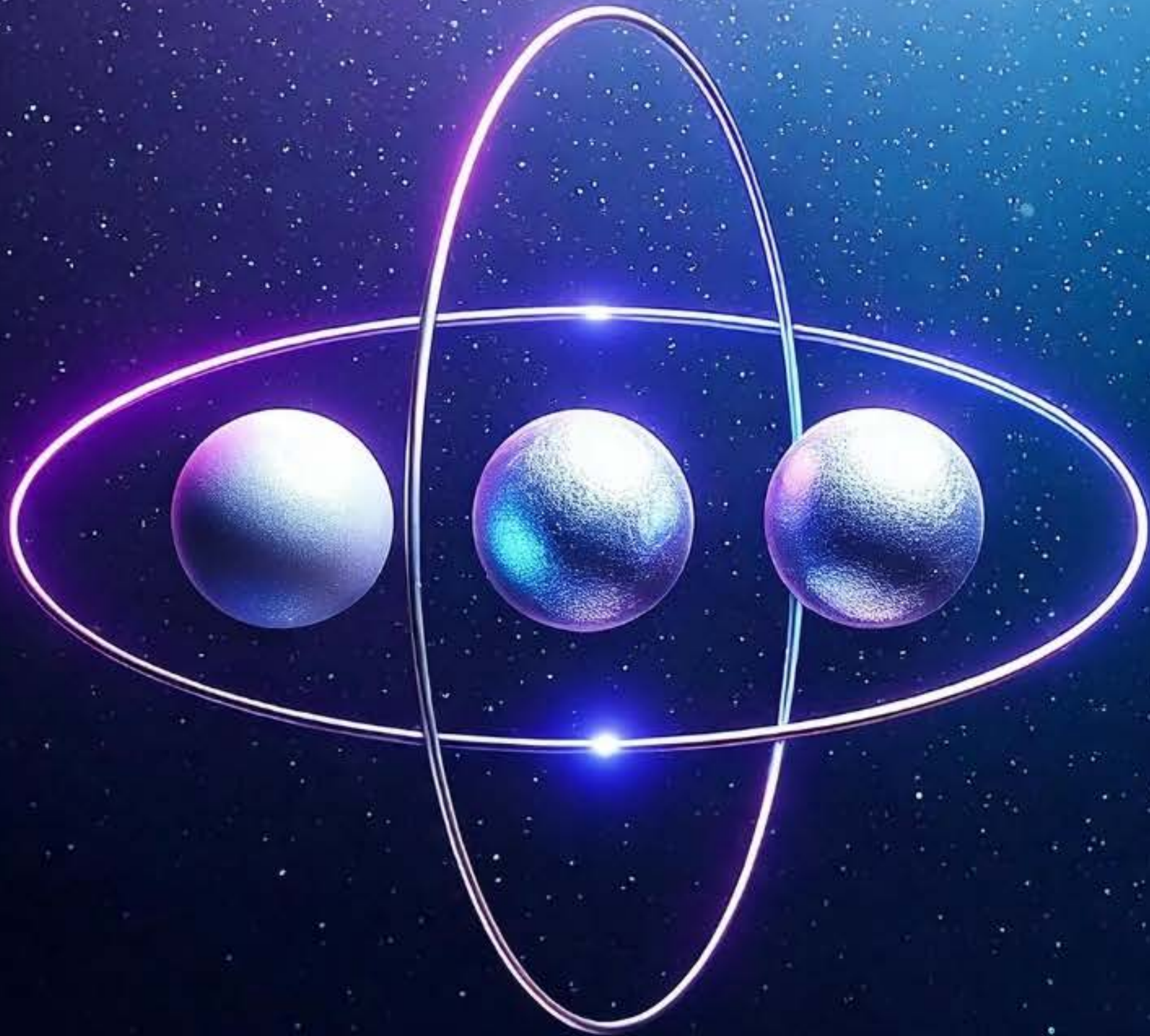
TECH HIRING 360°

Balancing Skills, Communication, and Time Zone for the **Perfect Candidate.**

Executive Summary

In this inaugural edition, we present "Tech Hiring 360°: Balancing Skills, Communication, and Time Zone for the Perfect Candidate." This report examines the multifaceted challenges organizations encounter when searching for the ideal talent for specialized roles, and reveals why focusing solely on skills is no longer enough.

Drawing from both qualitative and quantitative insights, we highlight key factors that drive successful, long-term hires, ensuring your tech team is poised for sustained growth.



Skill-Based Hiring: A Critical Step, But Not the Whole Picture

Skill-based hiring, which focuses on specific abilities rather than formal education, has gained traction across industries. 69% of programming job postings in 2022 no longer required a degree—a sharp drop from 83% in 2017, according to BCG.

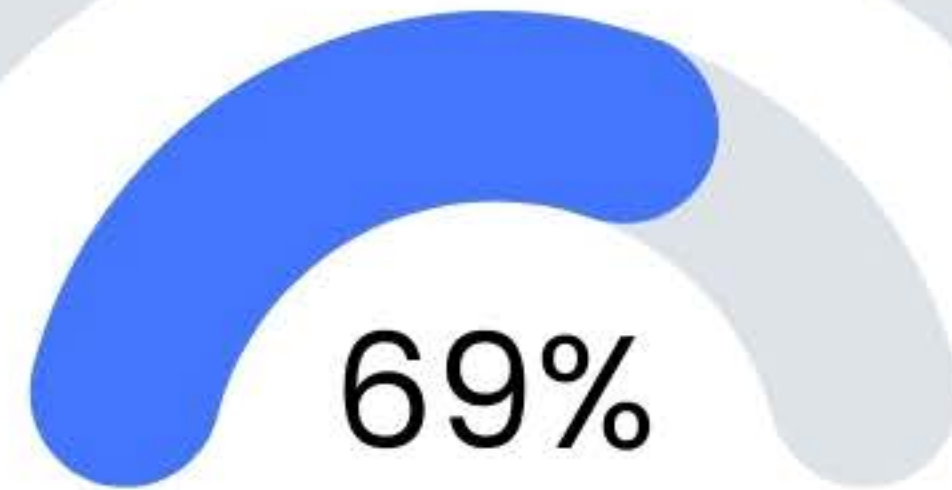
Companies like Dell and Amazon are increasingly embracing this trend, as it opens access to a broader talent pool and reduces the hiring timeline.

While skill-based hiring addresses the need for specific expertise in fast-evolving fields, such as AI, blockchain, and enterprise platforms, it has its limitations, particularly for higher-level roles.

Inclusion Cloud's research indicates that while certified developers adapt more quickly (48% of respondents agree), focusing exclusively on skills overlooks vital elements such as cultural fit, team collaboration, and strategic alignment.

Technical skills can be tested, but higher-level roles require more. In complex projects, developers must be able to communicate effectively, think critically, and navigate team dynamics to meet both client and business expectations. This is why, at Inclusion Cloud, we advocate for a balanced approach to hiring—one that combines technical ability with interpersonal skills and cultural alignment.

Key Findings



of programming job postings no longer require a degree (BCG).



of respondents reported that certified developers adapt more quickly (Inclusion Cloud).



productivity boost is observed in certified developers over non-certified ones (Inclusion Cloud).

Interpersonal Skills: The Human Element Driving Results

The rise of GenAI tools—now used by 72% of developers for coding tasks—has significantly streamlined workflows, enabling developers to write and test code at a much faster pace.

This automation frees up time, allowing developers to focus on using their creativity and problem-solving abilities. With more bandwidth, they can concentrate on strategic thinking, such as how users might interact with an app or an eCommerce platform, resulting in more user-centric products.

This shift is positioning GenAI as the executor, while human developers take on the strategic role, ensuring that products meet real-world user expectations. In this landscape, interpersonal skills—such as communication, empathy, collaboration, and adaptability—become critical for driving better outcomes.

Key Findings



of developers now use GenAI tools for coding tasks.



GenAI is becoming the executor in the development process.



Developers are taking on a more strategic role to make more functional and user-centric products.

Inclusion Cloud's Role



"Technical expertise will always be important, but without alignment on vision, values, and long-term strategy, you're simply hiring for the present—not the future. Our mission is to help companies find talent that fits on all levels—skills, culture, and strategy."

MARIANO BACA-STORNI

CEO of Inclusion Cloud.

Time Zone Alignment: The Overlooked Success Factor

Offshore outsourcing, often chosen for its budget advantages, allows companies to tap into talent pools across distant regions. However, without time zone overlap, teams may face delays in communication and decision-making. For example, a developer working 8 hours ahead or behind your team's operating hours could leave crucial issues unresolved until the next day, delaying project timelines and reducing overall efficiency.

Real-time collaboration becomes difficult, and even minor changes or feedback loops can stretch unnecessarily, creating bottlenecks that slow down progress.

The Nearshoring Advantage:

This is where nearshoring comes into play as a more effective alternative. Nearshoring enables companies to recruit talent from neighboring regions where working hours overlap with those of the in-house team.

This overlap allows for real-time communication, more agile collaboration, and faster decision-making, ensuring that issues can be addressed immediately rather than waiting for the next workday.

By ensuring overlapping hours, nearshoring strikes a balance between accessing top talent and maintaining efficient workflows, all while still offering cost savings compared to fully in-house teams. Inclusion Cloud's research supports this, indicating that 30% of skill development challenges are related to time and budget constraints—issues that nearshoring directly helps alleviate by improving communication and team coordination.

Key Findings



90%

of organizations face a talent shortage by 2030, potentially costing \$5.5 trillion in delays and quality issues (IDC).



30%

of skill development challenges stem from time and budget limitations.



Nearshoring offers overlapping work hours, improving efficiency while also helping to control hiring costs.

FINAL WORDS

The Future of Hiring Through Inclusion Cloud's Eyes

Skill-based hiring can be an effective tool, especially for entry-level roles where specific technical skills are crucial to the job at hand. However, as roles become more complex, technical expertise alone is not enough to guarantee success.

Our Hiring 360° approach recognizes that while skills are important, building elite teams requires looking beyond just technical abilities.

We understand that a degree or certification is far more than just a physical document. It represents an experience, a journey, that shapes professionals, proving their ability to adapt, overcome challenges, and thrive in various contexts and situations. Throughout this journey, individuals develop crucial skills such as critical thinking, problem-solving, teamwork, leadership, and the ability to stay updated with evolving technologies.

Through our **Hiring 360° model**, we ensure that every hire is meticulously aligned with the demands of global business, excelling in the critical pillars to deliver only the perfect candidate.

In fact, our Hiring 360° model balances these three critical pillars:



SKILLS

The ability to do.



TIME ZONE ALIGNMENT

*Work in a shared
time zone.*



INTERPERSONAL SKILLS

*Communicate
effectively with others.*

METHODOLOGY



Data Collection

LinkedIn Polls and internal Inclusion Cloud surveys.



Analysis Approach

A combination of quantitative and qualitative analysis was applied to derive the findings in this report.

DISCLAIMER

*The data and insights presented in this report are based on research conducted by **InclusionCloud** through proprietary surveys and public data sources. The conclusions are intended for informational purposes only and should not be used as a substitute for professional advice.*



About Inclusion Cloud

Inclusion Cloud specializes in transforming businesses by connecting people, processes, and platforms through seamless technology integration. Through our partnerships with leading platforms like ServiceNow, Salesforce, Oracle, and SAP, we leverage the latest tools and resources to maximize ROI and sustained growth. Our Hiring 360° approach ensures that every team is composed of top-tier talent, fully aligned with your strategic goals and operational needs.

Discover more about our solutions
visit inclusioncloud.com

