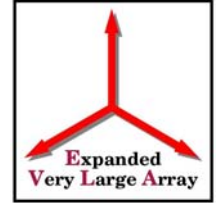# EVLA Monitor & Control Software PDR
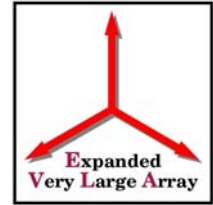
Recruitment

Overview

- History/Current Status

- Major problem areas

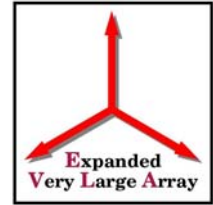- Advertising

- Recruitment tactics

History since EVLA Project Start

- Correlator backend specialist (S) – filled
- *Correlator M&C* (S)– filled internally
- *M&C programmer* (E) – offer pending
- System administrator (S/E/A) - filled
- M&C Observing layer (E) - open
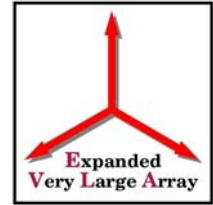- R/T programmer (S) – open

Major Problem Areas

- Finding right skill set
  - 200 applications – 20 marked 'of interest'
- Salary – NRAO still lagging behind by 15%, possibly more in this particular field
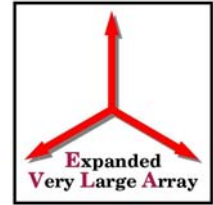- Location
- Spousal Employment

Advertising

- Monster.com
- Local universities
- Job fairs
- Area newspapers
- Technical journals
- NRAO Website

Recruitment Tactics

- Higher salary increases for professional jobs

- Stress benefits package

- Stress scientific vs. corporate environment

- Telecommuting

- Offer assistance/leads to spousal employment