EVLNA 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