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Hiring Overqualified Employees ©

By

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Considering hiring an overqualified candidate? Based upon many years of experience, both as an employer and consultant - **don't do it**. It can appear very refreshing to have an employment candidate so qualified; you think about the reduced learning curve, the added potential skills and benefits that the candidate brings to the table...but...the honeymoon will be short lived.

There are 3 fundamental issues for consideration.

- 1. Transient:** Although the candidate may be willing to work for less money, it is temporary. They will continue their job search. And, as soon as a job opportunity comes along at or near their previous salary, their gone. They have a lifestyle based upon a certain level of income. We all cut back in hard times, but as soon as the times improve, we are right back to our previous spending. It is a very, very rare individual willing to completely alter their customary way of life.
- 2. Dissatisfied:** This over-qualified, under-paid, under-challenged employee now works for a person who used to work for them. This person will soon take note of their manager's performance and will

eventually become dissatisfied with working for a manager who, in their eyes, does not measure up. This dissatisfaction may reveal itself openly and become such a disruption to morale and overall team performance that an 'employment adjustment' becomes necessary. So much for hiring the overqualified but eager job seeker.

There is only one possible rationale for hiring overqualified and underpaid talent...

- 3. Performance Growth Plan:** Hire only if there is a planned, future need; 6 months max. Note the word plan. Create a document to include but not limited to performance descriptions, quantifiable evaluation criteria, time lines and other associated expectations. And, most importantly the assurance that if the performance expectations are delivered that they will be promoted to a known position resembling their historical job title, responsibilities and compensation.

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