Dell Sourcing Plan for a Senior Software Engineer

Student’s Name

Professor’s Name

Institutional Affiliation

Introduction

Dell is a renowned multinational company that is reputable for the production, distribution, and repair of computers. Also, the multinational company offers other products and services related to computers. Among the products that have made Dell one of the most significant players in the technological world include computer peripherals, servers, personal networks, storage devices such as hard-disks, network switches, and high definition television (HDTV) (Dell US, 2018). Offering such a wide range of products and services requires the organization to have a comprehensive talent sourcing plan that will convert non-applications into job applications, and, possibly, employees of this auspicious organization. Currently, Dell needs to fill the vacant position of a Senior Software Engineer in Eldorado Do Sul, Brazil. This paper explores the purposes of a sourcing plan, highlights key points about a staffing plan, and also creates the sourcing plan for the position of Senior Software Engineer.

Purposes of a Sourcing Plan

The primary role of talent sourcing is to come up with a wide range of employee options from which the organization can choose. An organization desires to have the best workforce working towards the organization’s set objectives. Coming up with a pool of employee options, therefore, aids in ensuring that Dell takes the very best. Secondly, an organization comes up with a sourcing plan to ensure that they have a robust workforce that is not only committed to the organization but also to what it does (Van Allen, 2016). Talent sourcing plans help the organizational management in assessing the unique talents of different candidates and creating a possible pool for the next recruitment. The ultimate purpose of a sourcing plan is to hire competent employees who will drive the vision of the organization ahead.

Key Points about a Staffing Plan

A staffing plan denotes a series of steps taken to ensure that an organization has detailed information about the roles of employees in the organization, the precise number of positions in the organization, and employees with the appropriate skills occupying the highlighted areas (Van Allen, 2016). The key points and strategies about a staffing plan include:

* The organization has to determine the goals of a role/position to know whether the current position holders are working optimally
* Identification of the factors affecting the availability of personnel, for example, other large multinationals laying off desirable talent
* Determination of the organization’s functional needs that determine whether the organization should hire internally or externally
* Conducting a gap analysis to ascertain what the organization has in terms of talents and what it needs

Staffing Plan for Senior Software Engineer

The Eldorado Do Sul branch of Dell in Headquarters requires a Senior Software Engineer. The position title (Senior Software Engineer), whose occupant name is not yet determined, will have the following educational experiences/qualification:

* Master’s Degree in Computing and Software Development
* Proficiency with Java development and five years’ experience in a similar field
* Spring cloud and spring core experience
* Skill in the creation of microservices architecture
* Oracle DBS, MongoDb, and Cloud computing experiences
* Experience with Customer Relationship Management (CRM) applications
* Desire to work in a team and guide others into becoming proficient in the field

The responsibilities of the Senior Software Engineer include, and are not limited to, coding, designing, debugging, and documenting java platform technologies, provision of critical inputs into new and existing Dell technologies, and providing solutions for problems facing cloud-based platforms.

Recruiting Source Choices

The organization has a wide range of choices regarding the Senior Software Engineer. There is the option of exploring and sourcing talent internally and externally, including beyond the borders of Brazil. Given that Dell is a multinational company, the Eldorado Do Sul branch management may decide to source for the position holder from the other countries with Dell branches. For this position, Dell Eldorado Do Sul should consider recruiting one of the people who has been working with them in the software development department. This is crucial as it would develop the confidence of existing employees, who would, in turn, raise many more.

Conclusion

The recruitment process is hectic and involves a lot of considerations on the available positions, roles, and qualifications of the desired personnel. An organization must come up with a staffing plan that highlights the existing gaps (what the organization has in terms of employees and where it wants to be). the importance of the staffing plan is that it helps in setting goals and optimizing resource utilization in the organization through having the best-suited employees occupying crucial positions.

References

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