



SCARAMUZZO

HIRING JARGON

What is this business of sugarcoating?

By Vincent Scaramuzzo, Ed-Exec Inc.

I am a bit real estate-obsessed. I love checking out the listings in my town and others. Recently, I read an article that gave the definition of real estate “terms” so the buyer could truly understand what they meant. It included things like “cozy” meaning “small” or “charming” being the code word for old.

Real estate agents are always looking for ways to make the properties they are selling sound attractive, even when they are less than desirable. In other words, sometimes they are in the business of sugarcoating.

The same is true for human resources personnel, recruiters and hiring managers. Their entire job is to attract talent to the job opening and company. I thought it might be fun to share our definitions of what they really mean ... or at least what they might mean. These items in bold all come from real job postings.

Hands-on manager: Without a doubt, this is the most popular piece of hiring vocabulary we see and hear. What it really means is that you’ll need to be the head chef, line cook and dishwasher. You will be asked to get “everything” done with little help, support or resources. A large workload awaits you.

Flexible work hours: You will be working nights and weekends, my friend. Are you wondering about holidays? Don’t be silly ... you might get off Christmas.

Self-starter: You will come up with the plan, execute the plan, get little credit if it is a success – but all of the blame if it fails.

Ability to multitask: We need you to do your job as well as the jobs of a couple of others here because they are not getting them done.

Works well with others: We have some really difficult personalities working here. So good luck, and please find a way to manage these people because we can’t.

Has an entrepreneurial spirit: Another favorite. This means you will have to work and treat this business as if you own it – however, you will never actually own a single share of it.

Any other responsibilities that are dictated by fiscal/operational need: Whatever is not getting done, you must get done. When it “hits the fan,” it will be your job to handle it.

Computer literate: Please tell me you can use Microsoft Office or log in to a webinar.

Excellent verbal and written communication skills: We must be able to understand you on the phone.

The ability to lead transition with changes: Uh? You must be able to change while changing?

PLEASE TELL ME YOU CAN USE MICROSOFT OFFICE OR LOG IN TO A WEBINAR.



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