

A photograph of laboratory glassware on a shelf. In the foreground, a 500ml graduated cylinder is partially filled with a clear liquid. To its right are two Erlenmeyer flasks, also containing clear liquid. The background is blurred, showing more glassware. A dark green rectangular overlay is on the left side of the image, containing white text.

ATTRACTING TALENT TO THE LABORATORY

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SHOW OF HANDS



IMPORTANCE OF TALENT



TALENT IS THE LIFEBLOOD OF
YOUR LAB



SKILLED PROFESSIONALS DRIVE
INNOVATION AND PRODUCTIVITY



A STRONG TEAM ENHANCES YOUR
COMPANY'S COMPETITIVE EDGE

DEFINE YOUR NEEDS

- Identify your lab's specific needs
- What level of expertise is required to reach your goals?
- Consider short-term and long-term staffing requirements



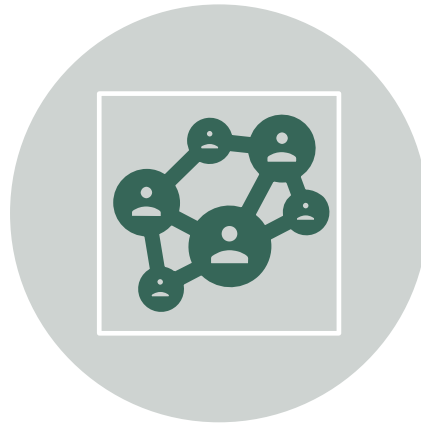
JOB DESCRIPTIONS

- Craft clear and compelling job descriptions
- Clearly state qualifications, responsibilities, and expectations
- Highlight your mission, culture, and unique opportunities

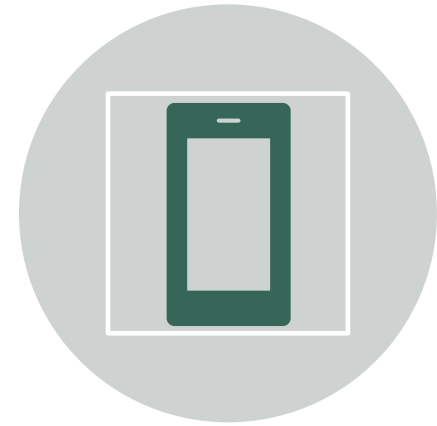
UTILIZE MULTIPLE CHANNELS



DIVERSIFY YOUR RECRUITMENT CHANNELS



USE JOB BOARDS, ACADEMIC NETWORKS, AND INDUSTRY EVENTS



LEVERAGE SOCIAL MEDIA PLATFORMS



EMPLOYEE REFERRALS

- Encourage your current team to refer candidates
- Employees often know people with similar skills and interests
- Consider referral bonuses to incentivize referrals

COMPETITIVE COMPENSATION



OFFER COMPETITIVE SALARY AND
BENEFITS




CONDUCT MARKET RESEARCH TO
ENSURE YOUR PACKAGES ARE
ATTRACTIVE



CONSIDER BONUSES, RESEARCH
GRANTS, OR STOCK OPTIONS

PROFESSIONAL DEVELOPMENT

- Emphasize opportunities for career growth
 - Offer training, mentoring, and skill development programs
 - Showcase a clear path for advancement
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STREAMLINED HIRING PROCESS



SIMPLIFY THE APPLICATION
AND INTERVIEW PROCESS




REDUCE TIME-TO-HIRE



PROVIDE REGULAR
FEEDBACK



ASSESSING FIT

- Assess cultural fit during interviews
 - Look for alignment with values and mission
 - Ensure candidates share enthusiasm
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ONBOARDING AND INTEGRATION



DEVELOP A COMPREHENSIVE
ONBOARDING PROGRAM



HELP NEW HIRES ASSIMILATE



ASSIGN A MENTOR FOR
GUIDANCE AND SUPPORT

RETENTION STRATEGIES

- Retaining talent is as important as recruiting
- Offer ongoing training and challenges
- Recognize and reward exceptional performance



CONCLUSION

- Recruiting top talent is essential for your ethanol lab's success
- Define your needs, utilize diverse channels, and offer competitive packages
- Foster a culture of growth and development
- Remember, talent acquisition is an ongoing process



QUESTIONS?



THANK YOU!

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