



go Contract

The Ultimate IT & Tech Contractor Hiring Playbook

INTRODUCTION

Hiring the right IT & Tech contractors can make or break your projects. This playbook is your go-to guide for finding, vetting, and securing top-tier talent—quickly, efficiently, and cost-effectively.

WHAT YOU’LL LEARN:

The latest market insights on IT & Tech contracting



A step-by-step hiring process to reduce risk & increase success



The ultimate contractor vetting checklist



Let's dive in!



1 UNDERSTANDING THE IT & TECH CONTRACTOR MARKET

Why Contractors?

- 85% of tech companies now rely on contractors to fill skill gaps
- IT contracting offers flexibility, specialised skills, and speed—perfect for scaling teams fast
- The global tech talent shortage means top contractors get snapped up quickly

Market Trends (2024 & beyond)

Remote-first hiring: 70% of IT contractors prefer remote work, leading companies to adapt to virtual collaboration models and invest in remote infrastructure.

AI & Cloud dominance: Demand for AI, cybersecurity, and cloud specialists has skyrocketed, with cloud computing and DevOps engineers among the highest-paid contractors.

Faster hiring cycles: The best contractors are hired within 10 days, making speed-to-hire a competitive advantage.

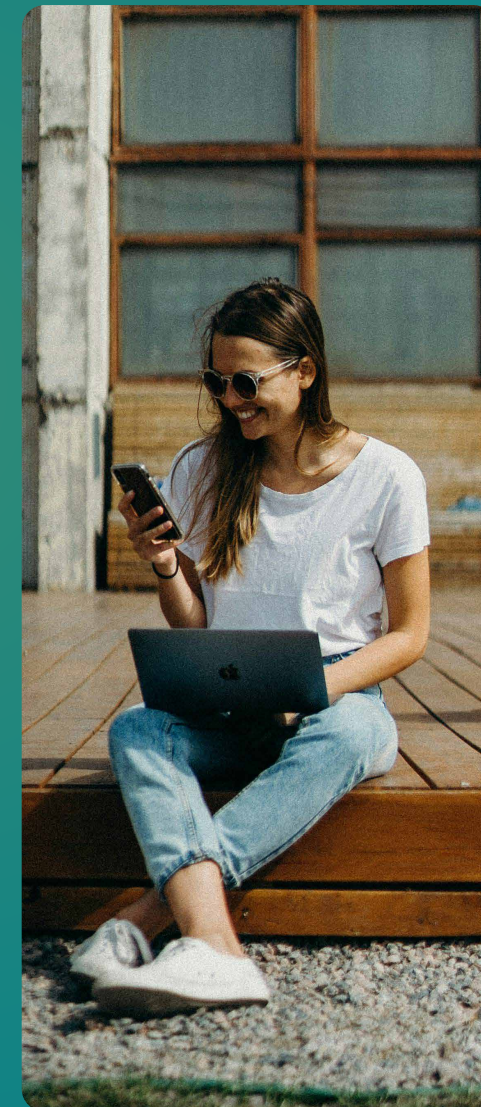
Skills-based hiring: Companies are shifting focus from formal qualifications to practical skills, demonstrated through coding challenges and project-based assessments.

Rising contractor rates: Due to high demand, IT contractor rates have increased by 15-20% in the last year, especially in fields like AI development, blockchain, and cybersecurity.

Tech talent decentralisation: With remote work being the norm, companies are tapping into global talent pools, hiring top developers from Europe, Asia, and Latin America.

Regulatory compliance challenges: More companies are navigating IR35 and other regulatory changes affecting contractor classifications, making compliance expertise a priority.

Actionable Tip: Speed matters. If you don't act fast, your top-choice candidates will be gone.



2 THE 5-STEP HIRING PROCESS FOR IT & TECH CONTRACTORS

Step 1: Define Your Needs Clearly

- Project Scope: Outline deliverables, timelines, and objectives.
- Key Skills & Tech Stack: Identify essential technologies (e.g., Python, AWS, Kubernetes).
- Budget & Duration: Decide whether hourly, fixed-price, or milestone-based
- Work Arrangement: Determine if the role is fully remote, hybrid, or on-site. payments work best.

Step 2: Where to Find the Best

- GoContract (Post jobs for free & pay only per hire!)
- Other niche job boards: Stack Overflow, GitHub Jobs, WeWorkRemotely
- LinkedIn & networking groups
- Referrals & industry events



Step 3: The Ultimate Vetting

Technical Skills Assessment

- Conduct live coding sessions or real-world problem-solving tests.
- Use platforms like Codility or HackerRank for structured assessments.



Portfolio Review

- Examine GitHub repositories, past projects, and client feedback.
- Look for a track record of relevant work in similar industries.



Soft Skills & Communication

- Assess clarity in written and verbal communication.
- Evaluate responsiveness and ability to collaborate remotely.



Culture & Work Ethic Fit

- Ensure alignment with company values and teamwork expectations.
- Test problem-solving approaches through scenario-based questions.



Step 4: Fast & Fair Offers

💡 Tips for Closing Quickly:

- Offer competitive pay based on real-time market rates.
- Streamline the interview process (1-2 rounds max) to prevent losing talent.
- Be transparent about expectations, project scope, and payment terms.
- Provide contract flexibility to accommodate contractor needs.

Step 5: Seamless Onboarding

- Access & tools setup: Ensure secure logins to necessary platforms (GitHub, Slack, AWS, Jira).
- Kickoff meeting: Establish workflows, communication norms, and key stakeholders.
- Contract clarity: Ensure all terms (scope, payments, deadlines) are clear and agreed upon.
- Regular check-ins: Implement a structured feedback loop to ensure success.



3 THE ULTIMATE CONTRACTOR VETTING CHECKLIST

- ☐ Verified work history & strong references from past projects
- ☐ Demonstrated technical expertise with real-world coding tests
- ☐ Strong portfolio with relevant industry experience
- ☐ Excellent communication & responsiveness (key for remote work)
- ☐ Adaptability to your tech stack & workflow tools (e.g., Jira, Slack, AWS)
- ☐ Ability to work within your timezone or a structured asynchronous workflow
- ☐ Clear contract terms, agreed-upon milestones, and defined payment schedule
- ☐ Understanding of industry compliance requirements (IR35, GDPR, etc.)
- ☐ Proven ability to solve real-world technical challenges quickly
- ☐ Positive feedback from previous clients or employers

Pro Tip: Use GoContract to pre-screen contractors & only pay when you're ready to connect!

CONCLUSION: START HIRING SMARTER TODAY

You now have the blueprint to find and hire the best IT & Tech contractors efficiently. Ready to put this into action?

💡 Post a Job for Free on GoContract and start connecting with top talent today!

🚀 www.gocontract.com and app.gocontract.com