

# Hiring – Selection and Limitations Industry Perspective

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# What does Aurora Laboratory face

- Fewer employees
- More requests
- Changing requirements
- More sophisticated analyses
- Remote location
- Mature Workforce
- Rotating shift

# Original Hiring Criteria

- HS diploma
- Background check
- Willing to work
- Trained for everything
  - Less sophisticated methods
  - Less automation

# Current Hiring Criteria

- BS Chemistry
- AS Chemistry
- Other Science degree
- Background check
- Don't need to train in everything
  - ~1 yr less training

# Challenges

- Attracting good, qualified candidates
  - Some level of college
  - Lab operates 24/7 with minimal technical support
- Balance between Chemist and Technician
  - 28 Shift Technicians
  - 6 Day Technicians
  - 3 Management

# Positives

- Wages
- Benefits
- Training
- SOP's and Methods documentation
- Some Experienced People



# Questions?

