



How to Work with HR (and Actually Get What You Need)

Securing headcount, aligning on budget, and getting outside help approved shouldn't feel like an uphill battle. Yet too often, IT and hiring managers get stuck in red tape, unclear requests, or misalignment with HR and Finance. This guide helps you speak HR's language—and get the resources you need faster.

HR Hurdles You Might Recognize

"We're not ready to open the role yet."

"Let's see if we can fill this internally first."



"We don't have budget for that."

"Can you write the job description?"

Sound familiar? It's not that HR is blocking you on purpose. Their priorities are often different and they need the right inputs from you to take action.

Keys to an Effective Partnership

1. Show the Cost of Delay - HR and Finance are numbers-driven. Instead of focusing on workload, show them the cost of an unfilled seat:

- Missed deadlines
- Team burnout and attrition
- Revenue impact
- Cost of poor hires if rushed later

➡ **Pro tip:** Use back-of-the-napkin math. "This vacant developer seat costs us \$5K/week in lost delivery capacity."

2. Make the Business Case - Go beyond "we need help." Anchor your request in business priorities:

- New product launches
- SLAs or client deliverables
- Security and compliance risks
- Strategic initiatives (e.g., digital transformation)

➡ **Pro tip:** Avoid technical jargon—frame the impact in outcomes HR cares about: time, risk, retention, revenue.

3. Define the Role Clearly - HR can't advocate for a role they don't understand. You need to:

- Write a short, focused summary of what this person will do
- Provide examples of what success looks like
- Explain why internal options won't suffice
 - ➔ **Pro tip:** Include 2–3 “non-negotiables” and 1 or 2 “nice to have” so they can prioritize.

4. Know When to Push for Outside Help - If HR is struggling to find the right talent or the timeline is slipping, it's time to suggest bringing in a partner:

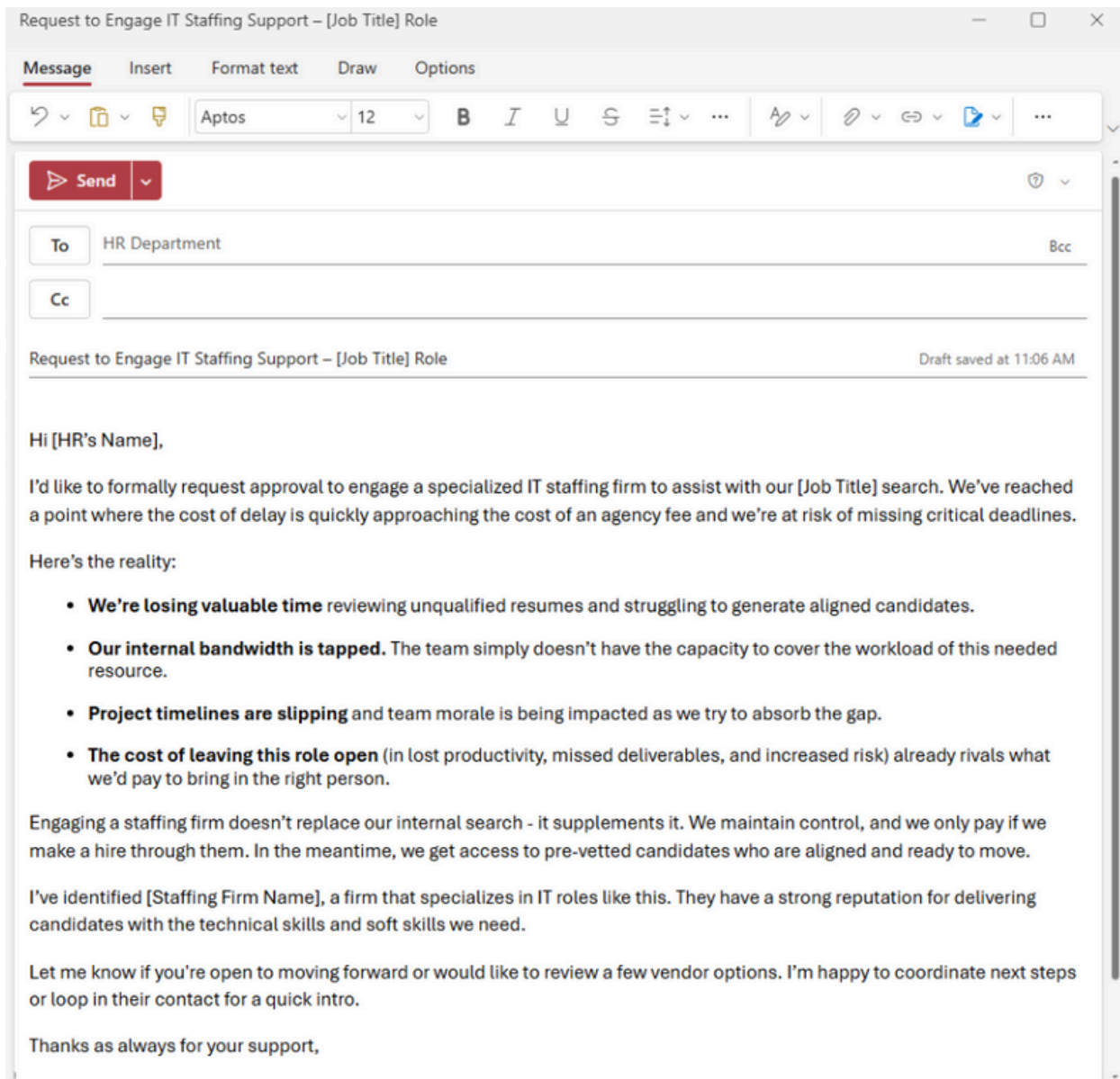
- Explain how a staffing firm can work alongside your internal team to accelerate the search and bring pre-vetted candidates
- Emphasize time saved for internal teams
- Offer to pilot with a single role to show value
 - ➔ **Pro tip:** HR may be more open if they can keep control of vendor selection. Bring them into the process early.

Your Team's Checklist

- ✓ Quantify the cost of leaving the seat open
- ✓ Tie your request to business outcomes, not just bandwidth
- ✓ Provide clear, concise role expectations
- ✓ Share why this hire can't be filled internally
- ✓ Suggest targeted outside help (not a full takeover)
- ✓ Loop in HR early and offer to collaborate on vendor selection



See next page for an example HR request email



Tell me more!

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