

The IT Hiring Checklist for Leaders

A companion to our series on hiring internal IT

A few minutes now can save years of quiet, expensive mistakes. Here is what to watch for, what to ask, and what to put in place, no matter who ends up in the role.

Watch for these red flags

- Every success story is about what was cut, not what was built.
- Technical decisions can't be explained in plain business terms.
- Nothing has broken lately, but nothing has been modernized either.
- Documentation and continuity plans live only in one person's head.
- Cost is the only lens used to evaluate new technology.

Ask these before you hire

- "Tell me about a project you're proud of." Do they lead with outcomes, or with what they avoided spending?
- "Tell me about something you decided not to do, and why." Listen for judgment, not just budget.
- "Explain how backups work like I'm on the board." Can they translate, not just execute?
- "What have you learned recently just because it interested you?" Curiosity signals growth.
- "How would you decide whether to replace or patch aging infrastructure?" Do they weigh risk alongside cost?

Build this in, no matter who you hire

- A documented, current map of your systems, reviewed on a schedule, not just when someone leaves.
- A real continuity plan for vacations, leave, and turnover.
- A second set of eyes who can verify decisions leadership isn't equipped to evaluate alone.
- Regular check ins that go beyond "is anything broken", and ask about risk, currency, and growth readiness.

The goal was never just to have an IT person.

It is to have technology you can trust, that grows with your business, and that does not quietly depend on one person's knowledge alone.

This checklist accompanies our three part series on hiring internal IT. Questions about your own environment? We are happy to talk it through — thewalkergroup.com