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# Introduction

# Engineering Hiring

## How to Hire

- [Building Intersectionality Into Your Hiring Strategy](#)
- [Great developers are raised, not hired](#) - Trying to hire "rock stars" is a waste of time.
- [How to make your organization attractive to engineering talent](#)
- [How NOT to hire a software engineer](#)
- [You probably don't factor in engineering time when calculating cost per hire. Here's why you really should.](#)
- [How Splice Builds Globally Distributed Engineering Teams](#)
- [How to Fix Your Tech Interview to Increase Diversity](#)
- [Assholes: A Probing Examination](#) - "Whatever you do, don't hire assholes at your company."
- [Want to hire the best programmers? Offer growth.](#)
- [The Ultimate Guide To Startup Hiring](#) - Hiring more than just engineers
- [Hiring is Broken and Yours is Too](#) - Pros and cons of all the common techniques for hiring developers.
- [I never liked technical interviews](#)
- [How we doubled the representation of women in Engineering at Clio](#)
- [Eric's Guide to Hiring {Software Developers}](#)
- [What's Wrong with the Tech Interview Process?](#) - A look at some of the issues, along with questions to ask yourself if you're trying to hire.
- [The Qualified Manifesto On Hiring Software Developers](#)
- [Reducing the Impact of Unconscious Bias in Our Hiring Process](#)
- [How to Make Tech Interviews a Little Less Awful](#) 0 "What is your goal in interviewing candidates? If you answered 'to hire the best candidate' you should reconsider. Forming the best team