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Introduction

Engineering Hiring

How to Hire

- [Building Intersectionality Into Your Hiring Strategy](<https://peopleofcolorintech.com/articles/building-intersectionality-into-your-hiring-strategy/>)
- [Great developers are raised, not hired](<https://sizovs.net/2019/04/10/the-best-developers-are-raised-not-hired/>)
 - Trying to hire "rock stars" is a waste of time.
- [How to make your organization attractive to engineering talent](<https://www.codewithjason.com/make-organization-attractive-engineering-talent/>)
- [How NOT to hire a software engineer](<https://tonsky.me/blog/hiring/>)
- [You probably don't factor in engineering time when calculating cost per hire. Here's why you really should.](<http://blog.interviewing.io/you-probably-dont-factor-in-engineering-time-when-calculating-cost-per-hire-heres-why-you-really-should/>)
- [How Splice Builds Globally Distributed Engineering Teams](<https://blog.gitprime.com/splice-distributed-engineering-teams/>)
- [How to Fix Your Tech Interview to Increase Diversity](<https://www.diversifytech.co/blog/how-to-fix-tech-interview-to-increase-diversity/?no-cache=1>)
- [Assholes: A Probing Examination](<https://www.nomachetejuggling.com/2019/06/03/dont-hire-assholes/>)
 - "Whatever you do, don't hire assholes at your company."
- [Want to hire the best programmers? Offer growth.](<https://triplebyte.com/blog/want-hire-best-programmers-offer-growth>)
- [The Ultimate Guide To Startup Hiring](<https://medium.com/@jproco/the-ultimate-guide-to-startup-hiring-f05df3ea2f9c>)
 - Hiring more than just engineers

- [Hiring is Broken and Yours is Too](<https://software.rajivprab.com/2019/07/27/hiring-is-broken-and-yours-is-too/>)
 - Pros and cons of all the common techniques for hiring developers.
- [I never liked technical interviews](<https://sizovs.net/2019/06/09/i-never-liked-tech-interviews/>)
- [How we doubled the representation of women in Engineering at Clio](<https://labs.clio.com/how-we-doubled-the-representation-of-women-in-engineering-at-clio-2d9a4a1a0282?gi=7004ecca2433>)
- [Eric's Guide to Hiring {Software Developers}](<https://lawler.io/scrivings/erics-guide-to-hiring-software-developers/>)
- [What's Wrong with the Tech Interview Process?](<https://remotesynthesis.com/blog/whats-wrong-with-tech-interviews>)
 - 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](<https://www.qualified.io/blog/posts/the-qualified-manifesto-on-hiring-software-developers>)
- [Reducing the Impact of Unconscious Bias in Our Hiring Process](<https://thoughtbot.com/blog/reducing-the-impact-of-unconscious-bias-in-our-hiring-process>)
- [How to Make Tech Interviews a Little Less Awful](<https://medium.com/@racheltho/how-to-make-tech-interviews-a-little-less-awful-c29f35431987>)
 - "What is your goal in interviewing candidates? If you answered 'to hire the best candidate' you should reconsider. Forming the best team