

Lecture 6: Hire People to Your Team



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Group Meeting

- ☐ **Every one is assigned to a breakout room**
 - ☐ Zoom: <https://utah.zoom.us/j/2468214418>
 - ☐ Each breakout room has 5 people
- ☐ **Check out your assignment below**
 - ☐ <https://docs.google.com/spreadsheets/d/1JfWZkEyoXdVLtHkiwOqk24G7WVhLWMCP113cSe9fgsQ/edit#gid=1601297747>
 - ☐ Each group is given 40 minutes to discuss:
 - ☐ Project name and objective
 - DO NOT REUSE YOUR LAST WEEK idea, try use others' ideas
 - ☐ **Identify (1) software and (2) hardware challenges**
 - ☐ **Find people you plan to hire to join your team**
 - ☐ Select one person to present
- ☐ **Fill in your discussion in the excel sheet**

In Addition, Come up with Two Hires

☐ Software hire

- ☐ What's the software-level challenge you want to solve?
- ☐ Identify 1-2 candidates you would like to interview

☐ Hardware hire

- ☐ What's the hardware-level challenge you want to solve?
- ☐ Identify 1-2 candidates you would like to interview

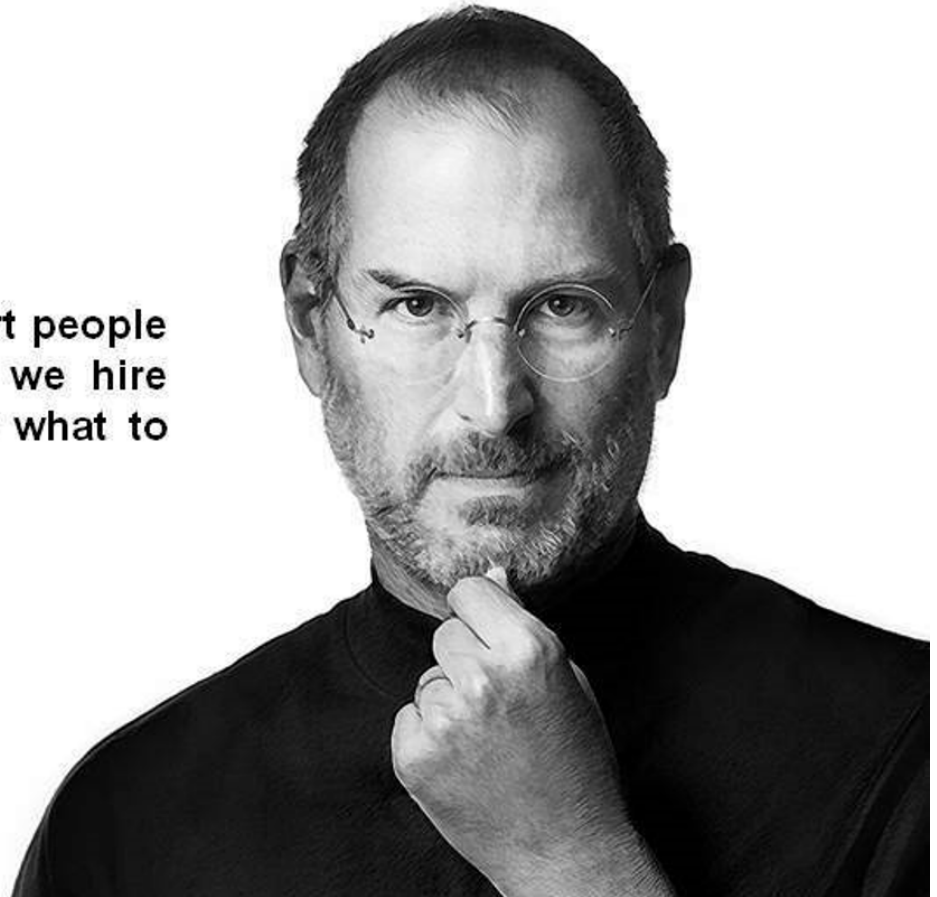
☐ You can see everyone's resumes below

- ☐ <https://github.com/tsung-wei-huang/cs3992/blob/main/resume/resume.md>

Learn to Find the Right People

It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.

Steve Jobs



Top-5 Quantities of a Good Employee

- ① Strong Work Ethic

- ② A Team Player

- ③ A Positive, Can-Do Attitude

- ④ Self-Motivated

- ⑤ Integrity

Example: Google's Hire Post

Minimum qualifications:

- PhD in Computer Science, related technical field or equivalent practical experience.
- Experience in Natural Language Understanding, Computer Vision, Machine Learning, Algorithmic Foundations of Optimization, Data Mining or Machine Intelligence (Artificial Intelligence).
- Programming experience in C, C++, Python.
- Contributions to research communities/efforts, including publishing papers in machine learning (JMLR, ICLR, NeurIPS, ICML, ACL, CVPR).

Preferred qualifications:

- Relevant work experience, including full time industry experience or as a researcher in a lab
- Strong publication record
- Ability to design and execute on research agenda.

Following the Five Steps

- ☐ **Step 1: Start with a gentle introduction**
- ☐ **Step 2: Everyone talks about his/her idea**
 - ☐ If your idea was used last week, don't do it again; instead, listen to other members' voice
- ☐ **Step 3: Identify 1—3 software-level challenges**
 - ☐ For example, building intelligent navigation program
- ☐ **Step 4: Identify 1—3 hardware-level challenges**
 - ☐ For example, finding a low-power drone engine
- ☐ **Step 5: Look for 1-2 people per level to hire**
 - ☐ Application pool: <https://github.com/tsung-wei-huang/cs3992/blob/main/resume/resume.md>