

Hiring Guidelines

Presented By - Anil Kumar Sakala

About this presentation

- ✓ Purpose of this presentation is to help level 1 panel in taking better interviews.
- ✓ All items discussed in this presentation are **just guidelines but not rule book**
- ✓ Guidelines in this presentation are more specific to hiring technical people at SE , SSE ,TL level in prokarma .
- ✓ Focus is more on hiring java resources

Two important terms – Talent & Skill

✓ **Talent**

- ✓ Talent is something we do naturally and cannot be trained by others.
- ✓ Communicating effectively is a talent and cannot be trained easily.
- ✓ Leadership skills is talent.
- ✓ Ability to learn is talent.

✓ **Skill**

- ✓ Skills is something that we learn
- ✓ Skills are developed
- ✓ You might attend training to learn a skill

Do's & Don'ts not in interview

✓ **Do's :**

- ✓ Have clear understanding about what we are expecting from candidate
- ✓ Prepare right set of questions to evaluate candidates
- ✓ Be polite with candidate during interview
- ✓ Fill the evaluation form in detail and share it with TA team (don't share with candidate)

✓ **Don'ts :**

- ✓ Get into argument with candidate.
- ✓ Treat candidate in disrespectful manner
- ✓ Reject a candidate because he doesn't know specific framework / tool / specific area.
- ✓ Ask irrelevant questions (asking questions on areas that we don't require)
- ✓ Ask silly / simple questions and waste his time

Expectations upto Senior Software Engineer

- ✓ Expected talents
 - ✓ Good logical thinking skills
 - ✓ Ability to learn and acquire new technical skills
 - ✓ Decent communication skills

- ✓ Expected skills
 - ✓ Good in core java (In 90 to 95% cases if a person is good in core java , I select that candidate upto senior software engineer position)
 - ✓ Ask good questions on frameworks / areas (UI/Database/J2EE) he has worked and try to make a call.

Expectations from Team Lead

- ✓ Expected talents
 - ✓ Good leadership skills
 - ✓ Good communication skills
 - ✓ Good logical thinking skills
 - ✓ Ability to learn and acquire new technical skills
 - ✓ Ability to guide and mentor juniors

- ✓ Expected skills
 - ✓ Good in core java
 - ✓ Good knowledge on quality delivery .(If he doesn't have good knowledge then he cannot guide team towards good delivery)
 - ✓ Good technical knowledge on various frame works and must be in a position to guide team members on technical issues (Focus on areas / technologies that we work on)

Question to evaluate talents and skill

- ✓ What questions we can ask to know his logical thinking skills ?
- ✓ How can we assess his communication skills ?
- ✓ How to know his learning ability ?
- ✓ How can we assess his ability to drive project towards high quality ?
- ✓ What questions we should ask in core java ?
- ✓ What questions we have to ask in frameworks ?
- ✓ How to know if he is fake profile ?

Conclusion

- ✓ There is no rule book that dictates right way of evaluating candidates
- ✓ If you are finding it difficult to conclude about candidates selection ,mention the same in interview evaluation form and pass it to management