Lessons learned from leading 200+ interviews

Brendan Herger, hergertarian.com
Slides: https://goo.gl/jNLn1G

Define roles
Build a funnel & attract talent
Interview & Hire
Pro tips

Define roles

Roles

- Data Scientist, Data Engineer and / or Machine Learning Engineer?

- Applicant expectations

- Internal expectations

- Flexibility & job 'requirements'

Build a funnel & attract talent

Applicant Funnel

- **Entry point:** (sourcer / referral / cold application

- **Non-technical phone screen:** (culture check, broad skill check w/ a recruiter

- **Technical phone screen:** (culture check, see if candidate has enough technical skills to justify an on site

- **On site:** (4-8 interviews, including technical and non-technical interviews

- **Post-on site:** (Discuss candidate's feedback and expectations, make offer

- **First day:** balloons- there should really be balloons on everyone's first day

Organic leads

- Conferences

- Speaker's receptions

- Metups

- Rolodex

Inorganic leads

- Sourcers

- LI blind messages

- Recruiters & head hunters

Interview & Hire

Interview packets

Create an interview process that is:

- Consistent

- Fair

- Unbiased

Making an offer

Compensation takes many forms

Know that it's a hot market

Keeping talent is cheaper than replacing talent

Pro tips

Pro tips

- Diverse backgrounds

- Seniority levels

- Mentorship

- Be OK hiring your future boss

Seasonal flow

- **January:** Students start looking for jobs, for start dates after graduation

- **January to March:** Bonuses hit, promotions are missed, and annual reviews culminate. All of these can cause folks to enter the market

- **May:** Candidates with children might start to struggle balancing child care with interviewing as schools let out

- **June & November:** Technical conferences usually accept sponsors and talk proposals starting in June (for October / November conferences) and November (for April conferences). As with all things, a kind email or lunch meeting can usually smooth over any missed deadlines.

- **December:** Getting anything scheduled during the holidays requires divine intervention

- **December:** Some candidates take the holiday break to spend time preparing for and applying to new jobs

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Takeaways

Be honest and clear about expectations
Build an assembly line
Find organic leads
Hire to keep

Thanks!

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