



REDFROG

IT-HEADHUNTING/RECRUITING

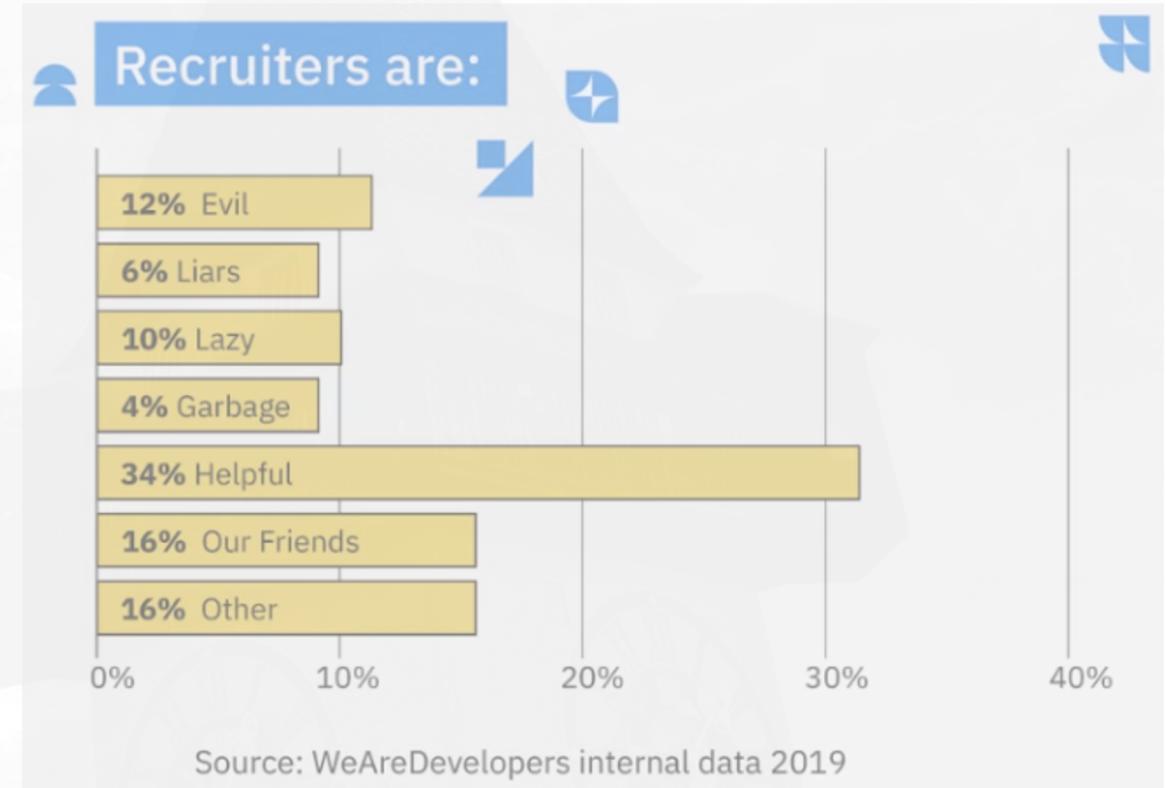
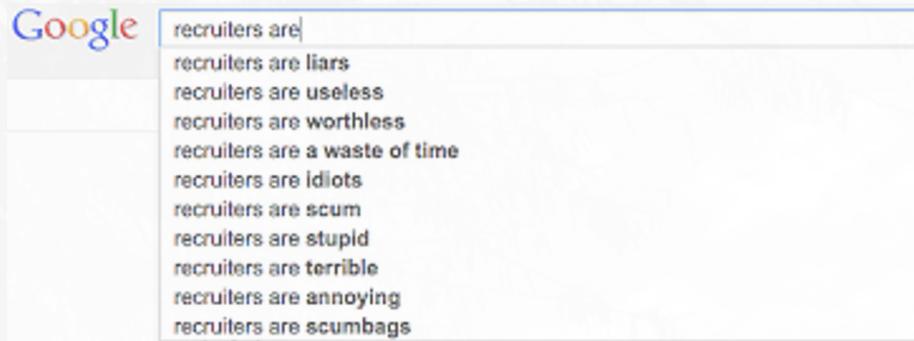


CLOUD NATIVE
COMPUTING FOUNDATION

IT RECRUITING - THE ART OF HIDE AND SEEK

OR HOW TO SEPARATE THE WHEAT FROM THE CHAFF FROM A CANDIDATE'S POINT OF VIEW

YES WE CAN ... BE ANNOYING



HOW (NOT) TO BE FOUND?



Medium

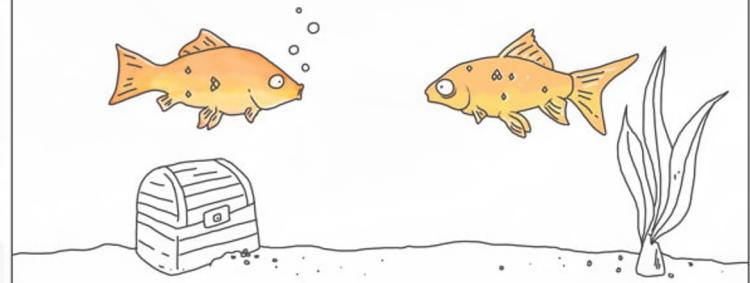


Discord

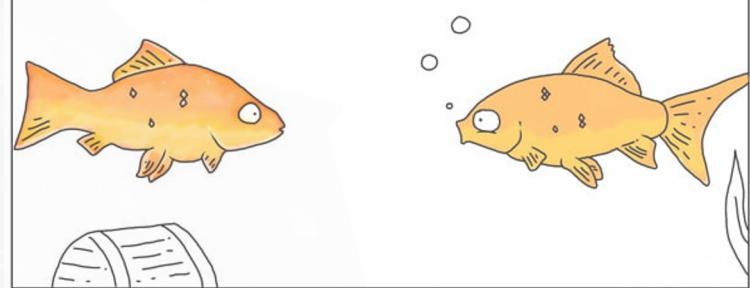


7 SECONDS

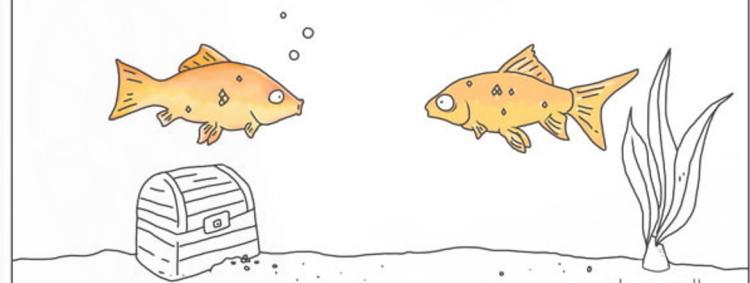
did you know that humans think we only have a memory span of three seconds?



where'd they get an idea like that?



an idea like what?



HIDDEN MARKET

- Slack
- Discord
- Reddit
- Stack Overflow
- Twitch
- Clubhouse

The screenshot shows a Slack workspace interface. At the top, there's a header with the workspace name 'C#', a dropdown menu, and a search bar. Below the header, the '# career-talk' channel is selected, indicated by a highlighted background. The channel has 1 event and 1 message. The message list starts with a message from 'upizs' at 19:29 Uhr, followed by a reply from 'Brainiac 5' at 19:30 Uhr, a reply from 'Pengu1n' at 19:30 Uhr, a message from 'Brainiac 5' at 19:30 Uhr, and a final message from 'upizs' at 19:57 Uhr. On the left side of the screen, there's a sidebar with various channels and categories, including 'INFORMATIONAL', 'GENERAL', 'DEVELOPMENT', and 'discord-bots'. Each category has several sub-channels listed.

career-talk | Talk about your upcoming interview, dream job

THE ONLY THING YOU WILL GET FROM SOUNDRUNN DESPERATE IS
bad company

upizs heute um 19:29 Uhr
I had one advantage in this interview its being really ex
I dont think I did good job

@upizs I dont think I did good job

Brainiac 5 heute um 19:30 Uhr
You can't change it anymore, take it as a learning exp
give them the needed time to make a proper decision.

But don't provide the impression that you desperately

Pengu1n heute um 19:30 Uhr
You never know, but the thing you should do is learn fr
situation, you don't make the same mistake
Also being negative is kinda pointless, just learn from y

Brainiac 5 heute um 19:30 Uhr
It won't serve you well in any way

Scratch heute um 19:55 Uhr
I think a thank you email after a while it's fine, but keep
interview. Some people just need a reminder to deal w

@Scratch I think a thank you email after a while it's fine, bu

upizs heute um 19:57 Uhr
Thank you. I sent some short sentence to my agent as

C# 1 Event

INFORMATIONAL

- info-and-rules

guild-feed

newsfeed

guild-discussion

GENERAL

- # chat
- # help-0
- # help-1
- # help-2

advanced

code-review

advent-of-code

career-talk

DEVELOPMENT

- # architecture
- # devops
- # security

discord-bots

HOW TO GO FULL STEALTH MODE

- Delete all technology-related information from LinkedIn
- Set GitHub E-Mail to private ([GITHUB](#))
- Erase E-Mail from Facebook private information ([FACEBOOK](#))
- Don't use your real name on Stack Overflow and GitHub
- Check for all profiles ([WHATSMYNAME](#))

HOW TO DEAL WITH RECRUITERS

my linkedin profile

R, python, javascript, shiny, dplyr, purrr, ditto,
ggplot, d3, canvas, spark, sawk, pyspark, sparklyR,
lodash, lazy, bootstrap, jupyter, vulpix, git,
flask, numpy, pandas, feebas, scikit, pgm, bayes,
h2o.ai, sparkling-water, tensorflow, keras, onyx,
ekans, hadoop, scala, unity, metapod, gc, c/c++,
krebase, neo4j, hadoop.

I typically ask recruiters to point out which of these are pokemon.

KNOW WHAT YOU ARE WORTH

10 – 30 % salary increase since start of 2021

- 30% increase for all Data Engineers at a publicly traded company with a large office in Portugal. Other engineering expected to follow: however, Data Engineering attrition was too high to not act.
- 25% base increase for engineers at a Series B startup based in Prague, Czechia. This company saw iOS and Android native engineers being poached from them.
- 25% increase for engineers in the UK and Germany at a Series B startup with an US HQ
- 20-25% base increase for managers at a Series C FinTech in London.
- 20-25% base increase for engineers at a Series A startup with most engineers based in Hungary.
- 20% base increase for a Seed startup in London
- 20% increase for “high impact loss” tech employees at an EU tech company with offices in Germany and Spain.
- **FreeNow:** 15-25% raise for tech managers at FreeNow in Germany. Engineers expected to get a raise later.

- 15-20% increase for senior engineers at a sports tech company in London
- 15% increase for a seed-stage startup with remote employees across Europe.
- **GitLab:** 15% base increase for engineers in the Security business unit at GitLab. The security org re-benchmarked their salary against the market and did an out-of-cycle increase for everybody currently working there.
- 15% increase or £10K increase (whichever higher) at a FinTech scaleup in London ONLY IF people commit to coming to the office 4 days/week
- **eBay:** 15% base increase at an eBay subsidiary in one of the countries in Europe in Aug 2021.
- 15% base increase for all remote developers working in countries like Romania, Serbia by a London-based startup
- 14% raise for engineers at a bank subsidiary effective 1 Nov. This was after management told engineers in June there will be no raises until Apr 2022, answering questions. 25 engineers, mostly seniors (20% of staff) left over the summer and fall, most quoting unhappiness with pay, promoting this emergency measure.
- 10-20% increase for Tech, R&D+Ops employees in a Series B startup in Israel
- **Booking.com:** 10% base increase for everyone in engineering at Booking.com in the Netherlands

GETTING THROUGH A CULTURAL FIT
INTERVIEW LIKE:



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OFFICE@REDFROG.AT

ME : "WHY SHOULD WE HIRE YOU?"
CANDIDATE : "...BECAUSE YOU'RE HIRING!"



ASK ME ANYTHING



I Am Devloper
@iamdevloper

> we're looking for a junior developer
with the experience of a senior
developer for the salary of an intern

9:40 PM · Oct 18, 2017

6,773 Retweets 14,422 Likes



Giulio Carrara · 3rd+
Software Engineer
1d • ②

Dear recruiters,
if you are looking for:

- Java, Python, PHP
- React, Angular
- PostgreSQL, Redis, MongoDB
- AWS, S3, EC2, ECS, EKS
- *nix system administration
- Git and CI with TDD
- Docker, Kubernetes

That's not a Full Stack Developer.
That's an entire IT department.

Yours truly



391 comments



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