Building Great Software Teams Checklist

10x Programmer: Programmer that is 10x better than the next.

Outsource/In-source: Outsourcing is not discouraged but remember to develop the knowledge, skill, systems and tools to recruit internally.

Reward Recruiting: Reward your internal team to recruit for you. Every department should be involved in recruiting.

Always be recruiting: Recruiting never stops.

Less But Better: Take a sniper approach. Look for les but better qualified recruits.

Visas: Don’t be afraid to hire abroad. It costs about $10,000 to go through visa process.

Attributes to look for: Candidate has something to teach you, love programming and technology, pleasant to be around, teachable, takes pride in their work, thinks entrepreneurially.

Experience Not Needed: Experience can be taught.

Spread Search: Look outside local area.

Grind: Prepare yourself for the grind. It’s about building relationships. Make recruiting a habit, each day start making relationships with qualified people, search on social sites, ask around about candidates, post jobs.

Spending: Plan to spend at least $10,000, 100 hours of your time, or a combination of the two to recruit a new hire.

Make Your Company Attractive: What is your presence, curb appeal, website, first impression, culture, about us page, CEO bio.

Know Where to Look: In your office, from good school, looking for a job, passionate about product or market, highly experienced in your skill.

Sites: angel.co, linkedin.com, weworkremotely.com, news.ycombinator.com

Top Ten Computer Science Schools: Carnegie Mellon, MIT, Stanford, UC Berkeley, University of Illinois – Urbana Champaign, Cornell, University of Washington, Princeton, Georgia Institute of Tech., University of Texas – Austin.

Strategy for Visas: Get an immigration attorney, expect to pay $10,000.

Develop Training Program: Core Principles of Company and Purpose, Workflow, Pair Programming and shadowing, Outline Projects, Introduce Support Structure.

Hire Recruiter: Recruiters should support the process, not replace it. Stay actively involved in the process.

Know Why: If you don’t get a candidate don’t quit until you know why.

Hiring Decision Checklist: Do they fit culture, are they smart, are they teachable, what will they work on first 90 days, what is their ceiling potential, how do they make us better, are they fun to work around.

Make Interviews Fun: Give tour, give goodies, bring them into activities, ask interesting questions.

Managing: Your time should appear less important than team’s, care about helping others, listen, don’t be afraid to correct behavior, trust others, be patient, confidence, presence.

Warning Signs of Losing Confidence: People try to solve problems without you, people go around you, complaining, stop seeking you out for help.

Technical v. Managerial Leadership: Pay attention to both and their synergies.

Grow Yourself: Constantly ask the team how you could do better.

Fight for Your Team: Show them you have their back.

Proactive about Rewards: Surprise people with rewards, it will mean more.

Break Things Down: Break large projects into small chunks.

Ship Constantly: Build self sustaining pieces that can be shipped.

Feature Toggles: Feature that you can activate at any given time.

Project Focus: Keep everyone focused on one thing until complete.

Small Teams: The larger the teams the more combinations of communications that will be required.

Design Stages: Design ready, design in progress, technical architecture review, development ready, development in progress, code review, quality assurance, launch.

Course Hero’s Principles: Ship early and often, only one project at a time, testing is a first class problem (should never be shortchanged) , communicate openly and freely, always be recruiting.

People: Do everything to work with great people, go where the great people are.

Engage with University: Partner with professors, contact university career offices, go to entrepreneur and other events.