Smart & Get Things Done; Finding Technical Talent

Elimination Course: Hiring talent starts with a large pool and you narrow down by obstacles. How can you eliminate as many obstacles as possible.

Obstacles: Facilities, location, workspace, fair pay (justice), toys, co-workers, immigration.

Best Are Much Better: Best programmers are three to four times faster than their peers. Find them.

Hidden Market: The best developers are never on the market.

Get them Early: Get the students through internship programs with the coding schools.

Spouse Relocation: Get them when their spouse relocates.

Startup: Incentivize them to join your startup and make equity.

Go to the Mountain: Be where they are, conferences, organizations, neighborhoods, websites, gaming, colleges, on campus recruiting event.

Anti – Recruiting: Advertising for jobs, recruiters.

Send Letters: Send personalized letters to computer science students.

Build a Community: Build an accelerator, blog, code challenge, lunches, talks, parties.

Private Offices: Give them quiet private office.

Use Cool New Technologies: Even if unnecessarily.

Resumes: Look for passion, look for past selection programs, communication style, don’t look for experience with particular technologies.

Phone Screen: Talk to them on the phone before you interview in person.

Reject a Good Candidate: Better than accepting a bad candidate.

Smart But Don’t Get Things Done: Work at colleges and big companies where there is no accountability.