Job Hunting

it's a skill

Today's Menu

1 Goal Definition

2 Getting Started
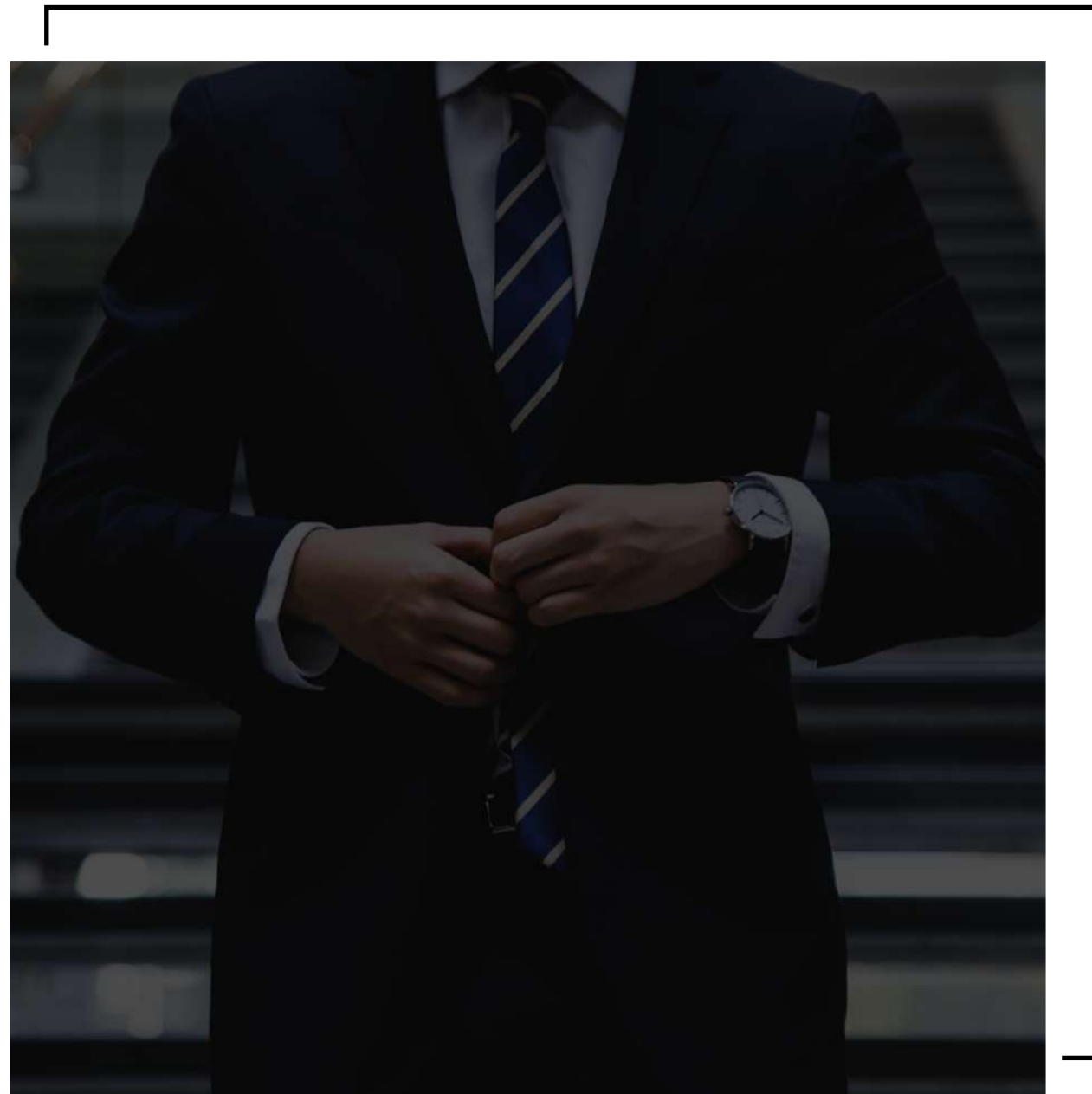
3 Job Boards

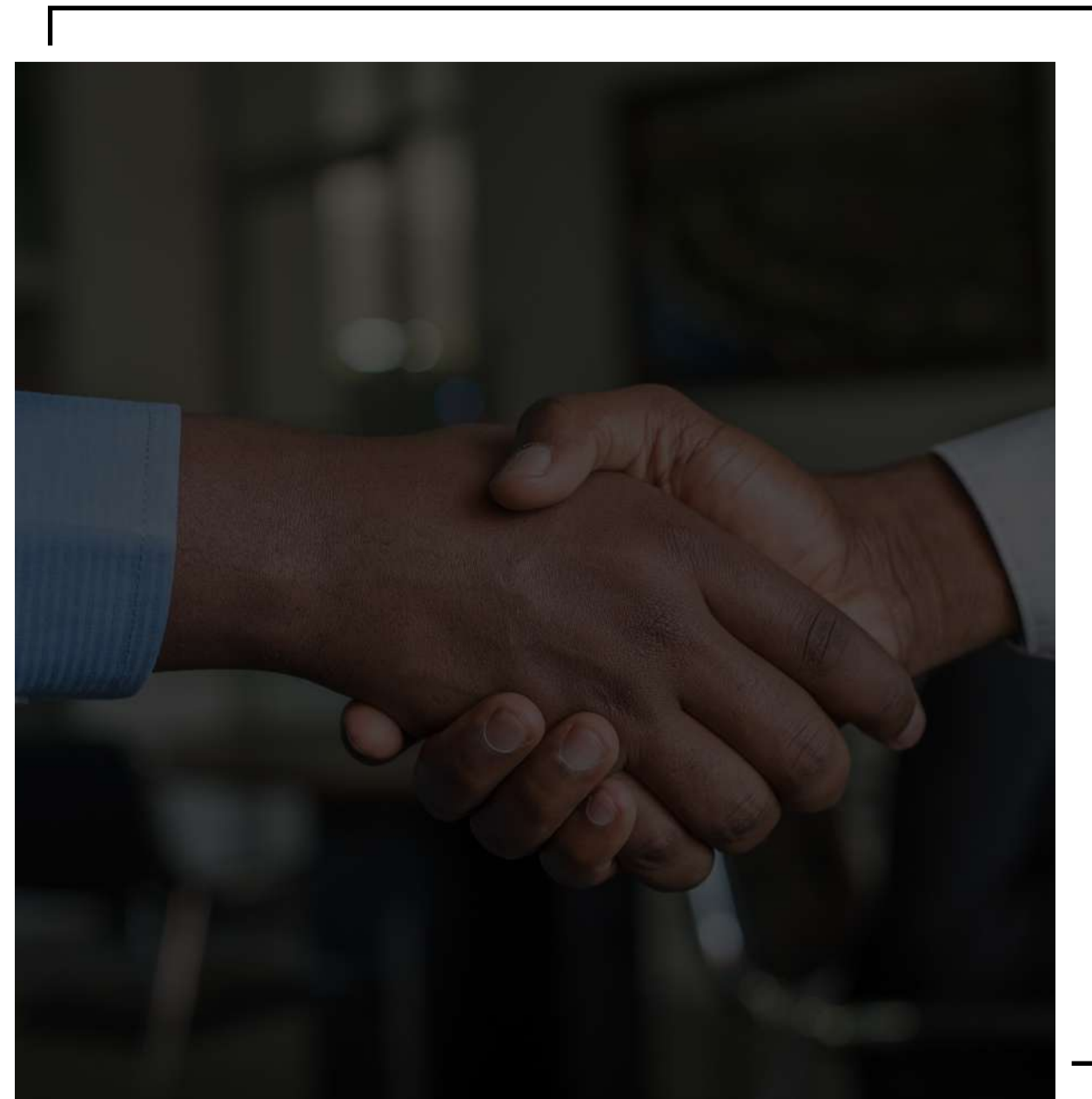**4** Strategy to Apply

5 Stage of Interviews

6 Hunting Tips
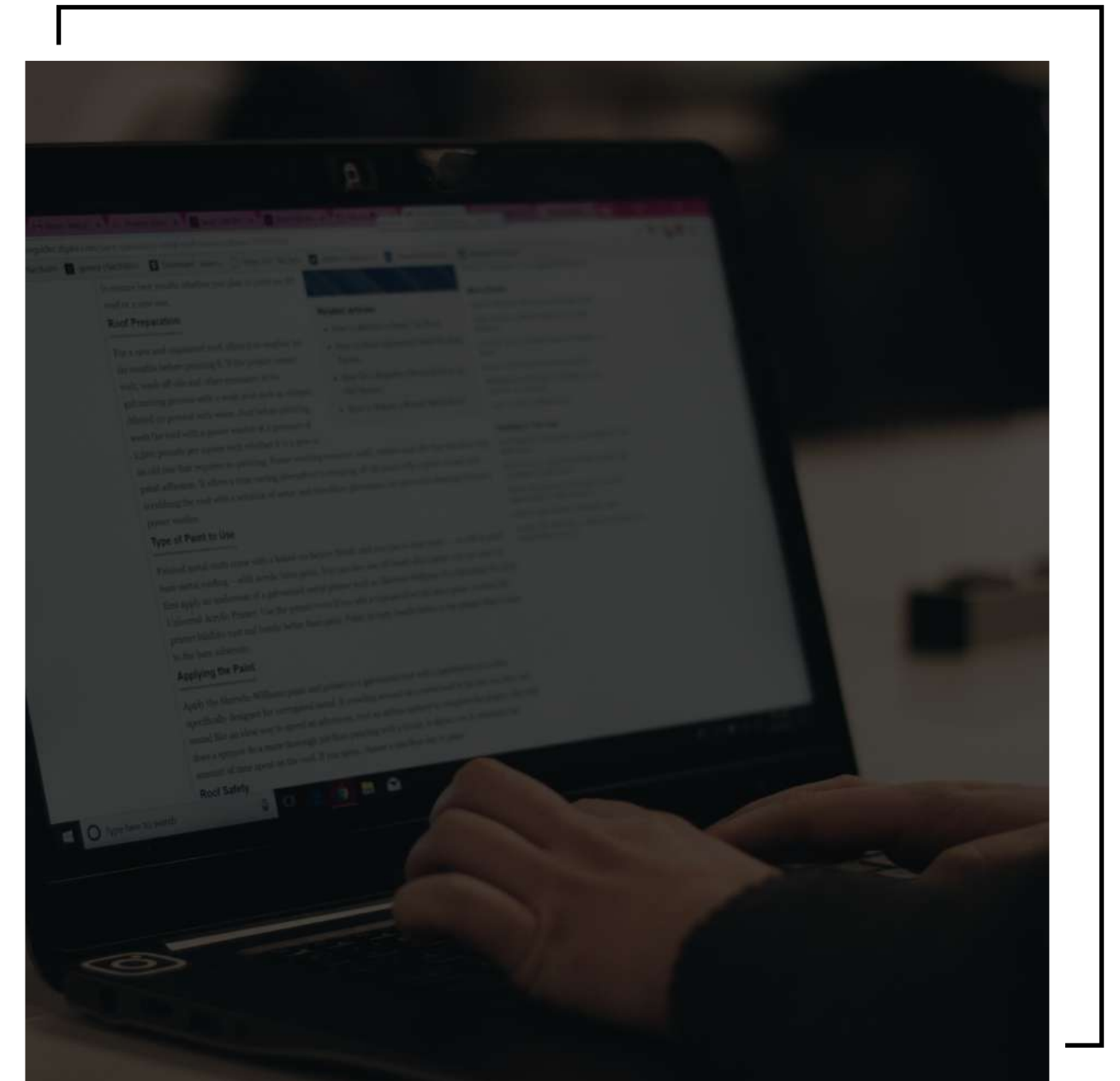
What's Your Goal?

More Interviews?

Update your resume/portfolio

Higher Acceptance?

Do mock interviews and review

Approached for Role?

Build an online presence

Track 'em!

86%
passed
screening

75%
call to first
interview

58%
killed the
tech interview

47%
received
offering
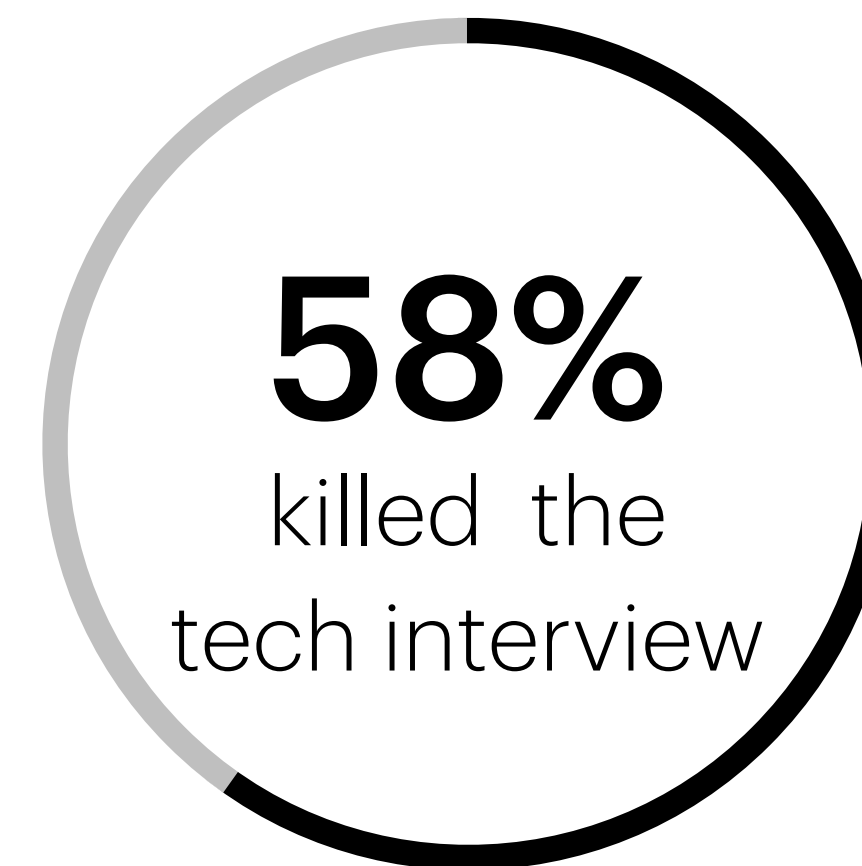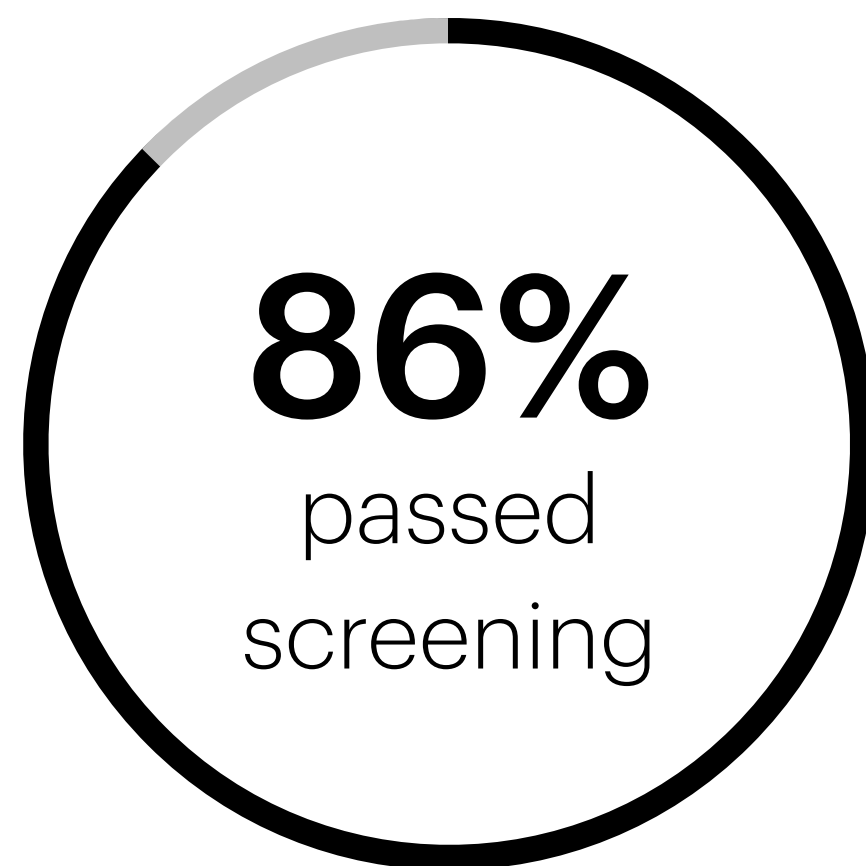
the numbers above do not mean anything

Let's Start!

Writing Resume

- Keep it 1 page, or 2 pages at max for more experienced.

- Use an easy-to-read format, font, and spacing.

- Write in Word, and save as PDF.

- Use hyperlinks for email, social media, website, or portfolio.

- Use a file naming format ROLE_NAME.pdf.

Let's Start!
Writing Resume

- Fresh Graduates put the Education section first.

  - Write accomplishments during the study.

- Experienced put the Experience section first.

  - Put 3-4 bullet points about measurable success, leadership, and technologies used.

Let's Start!

Writing Resume

- List your at least 2 "masterpieces" in the Project section.

- Curate skills related to the job in the Skill section.

- Optimize your resume as needed. (just making it relevant to the vacancy is enough)

Let's Start!
Creating LinkedIn Profile

- Use a professional or friendly profile picture.

- Put your aspired role, skills, and accomplishment in the headline tag.

- Introduce yourself in the Summary section.

- List experience and education just like a resume.

- List your skills and ask friends for skill endorsements.

Let's Start!

Creating LinkedIn Profile

- Complete LinkedIn skill quizzes.

- List certification and training. Online courses are OK.

- Get recommendations from peers or mentors.

- Connect with People from Tech and HR.

- Interact with people & give values.

- Build your profile in English.

Where to Apply?

Other than LinkedIn

kalibrr.com

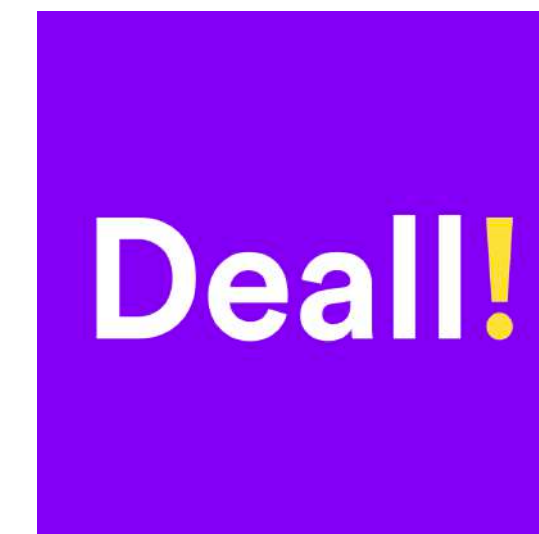techinasia.com/jobs

workatastartup.com

glints.com

usedeall.com

Application Strategy

- Answers to applications usually 1-2 weeks. (1 month in some cases)

- Follow up with HR 1 week after the latest interview.

- Consider being ghosted after 2 weeks without follow-up.

- Apply in batches to prevent too many interviews.

- Arrange interviews properly, some companies want to be prioritized.

Interview Process
HR Interview

- 15-30 minutes phone/video call with 1-2 HR people discussing your background to confirm a match to the requirement.

- Prepare your salary expectation.

- Some might give technical screening questions.

Interview Process

HR Interview

- Common questions are:

  - Tell me about yourself! (how do you fit this role)

  - Why apply to this role/company? (motivation in applying)

  - What are your achievements, strength & weakness? (self-awareness)

  - What is your current salary & expectation? (matching the budget)

  - How do you prioritize work / solve conflicts with peers? (working style)

  - When will you be able to join us? (your notice period)

Interview Process

HR Interview

- Try to:

  - Learn a bit about the company, its goal/values, and the product.

  - Research the salary range for the role you applied for.

  - Review the basic of the technologies written on the job vacancy.

  - Keep a list of things you do in your current job that you are proud of.

  - Get to the point. (unless asked, don't give too much details or get into technical)

  - Never tell any lie.

Interview Process
Technical Test

- 1-3 hours coding on a website with screen recording & activity tracking to confirm coding ability.

- Usually 3-5 algorithm & data structure problems.

- Can be a 1-2 take-home project. (related to the framework & tech for the job)

Interview Process

Technical Test

- Try to:

  - Review on algorithm & data structure.

  - Use the programming language asked in the job vacancy.

  - Take notes on what you struggle with during the assignment.

  - Prepare a template repository as a starter for the take-home project.

  - Give your best and try to make the project production-ready.

Interview Process

Technical Interview

- 1-2 hours video call to confirm technical ability with 1-2 senior engineers.

- Around 1-2 live coding problems.

- Questions on programming language/tech used.

- Problem-solving on a specific problem. (coding/database)

- System design for middle-senior.

- Role-playing for senior/leadership role.

Interview Process
Technical Interview

- Common questions are:

  - Why do you like to use X? (programming language/tech stack)

  - In what case would you use X? (framework/tech stack)

  - What do you know about X? (tech term/programming language feature)

Interview Process
Technical Interview

- Try to:

  - Be open-minded, your answer can be wrong.

  - Give your answer without making it into a debate.

  - Review the basics of the programming language or framework.

  - Research the pro-cons and use case of the tech stack.

Interview Process

Technical Interview

- Common live-code are:

  - String, array, backtracking, dynamic programming, tree, or graph

  - What is the mistake here & how do you fix it?

  - What can you improve on this code?

  - What is the Big(O) complexity of your solution?

Interview Process
Technical Interview

- Try to:

  - Ask for their opinion on your solution.

  - Don't just code, tell them what you are doing.

  - Write comments on your code/design during the process.

  - Try the simplest solution first, then improve it.

Interview Process

User Interview

- 1-2 hours video call with senior engineer/engineering manager to confirm knowledge and technical ability matching the team's needs.

- Usually done by the team who needs the role.

- It's like a combination of technical interview and cultural fit interview.

Interview Process

Cultural Fit

- 30-60 minutes video call with higher-ups or C-levels to confirm a match with the company's goal and value.

- This is usually a relaxed discussion.

Interview Process

Cultural Fit

- Try to:

  - Learn about the interviewer or the founder.

  - Get to know why the company was built & what they want to solve.

  - Be aligned with their culture & values.

  - Try their product & give feedback, if possible.

Interview Process

Offering

- 30-60 minutes voice/video call with HR/Hiring Manager to give you insight about what you will get.

- Content of contract. (probation, number of leaves, work arrangement, etc)

- How much is the salary and what are the benefits.

Interview Process
Offering

- Try to:

  - Pending your acceptance or rejection. (usually allowed 3-7 days)

  - Clarify anything you are not sure about. (the income tax or overtime pay, maybe?)

  - Get a counteroffer for a higher offering.

  - Not just after the money, there might be other benefits.

  - Be reasonable when negotiating.

  - Give a proper reason when rejecting. (keep the relationship healthy)

Interview Process

Ideas for Questions

- Always ask questions after an interview (you are interviewing them as much as they interview you)

  - How do you assess an employee here?

  - What is expected from a new candidate that can be defined as a successful onboarding?

  - Will the company support me in my learning & development?

  - How's the working style of the team?

  - How does the company solve a conflict?

  - How does the company make decisions (strategic or technical)?

  - What is the turnover rate (or how many people did not pass the probation)?

  - What do you like the most about the company (or what makes stay)?

Tips of The Day
For Everyone

- Learn English! (it's a must, don't limit yourself, believe in yourself)

- Confirm your attendance via email/calendar & be 5 minutes early.

- Match the interviewer's energy.

- Be polite & humble. (the way to talk and give opinions are assessed)

- Don't burn the bridge. (you might need their help in the future)

- You can usually reapply in 6-12 months.

Tips of The Day
For Fresh Grad & Junior

- Craft an impactful portfolio.

- Do freelance or pro-bono work.

- Apply for Internship.

- Build an online presence or branding.

- Settle for a less-known company. (debatable cause of less salary)

Tips of The Day

For Experienced

- Requirement too high? Try anyway! (it's a leap of faith)

- Take the chance to learn during the interview. (if not urgent)

- Push the application process by applying to more than 1 company.

- Find mentors to point out what to improve.

- Join developer communities to learn & network.

- Subscribe to free newsletters.

Good Luck!

don't forget to have fun

let's continue on github.com/madecanggih/resource