**Name**

John the Technical Recruiter

**Descriptor**

John the technical recruiter is a developer first, and a recruiter second. He works at a Silicon Valley tech company and spends most of his free time contributing to the open source community. He hopes to get a better understanding of applicants technical ability and experiences through their website.

**Quote**:

“We’re searching through candidates personal websites to understand their past work experiences and technical ability. We want to see what they can bring to the table”

Who is it?

Age: 35

Location: San Francisco Bay Area

Title: Senior Developer

**What Goals?**

Find best talent across college campuses in the country through candidate’s portfolio’s.

**What Attitude?**

The attitude is very similar to the goals. However he searches through hundreds of websites daily so each portfolio must be impressive to stand out.

**Which behavior?**

John grew up interested in programming at a young age. He’s searching for a candidate that is like him-someone who pays attention to detail and is accomplished academically. John has a slightly better-than-you attitude. He’s not impressed easily and a non-functional feature on your website can be the deal breaker. John still dresses casually, in a t-shirt and jeans to the office. Working in tech, he is used to thinking on his feet.