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eBook

7 MISTAKES TO AVOID WHEN HIRING A NEW DEVELOPER

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7 MISTAKES TO AVOID WHEN HIRING A NEW DEVELOPER

For over a decade, we've been privileged to work with some of the most talented web developers in the world. Our colleagues love to share everything they know about the business.

We know exactly how frustrating it can be for clients and brands when they don't get exactly what they need from their web development projects. Mistakes can lead to poorly vetted contractors, digital dead-ends, overdue projects, and even loss of revenue.

That's why we've put together this list of seven areas where agencies and business owners might slip up when hiring a developer.

We've even asked some of our own superstars to weigh in, too.

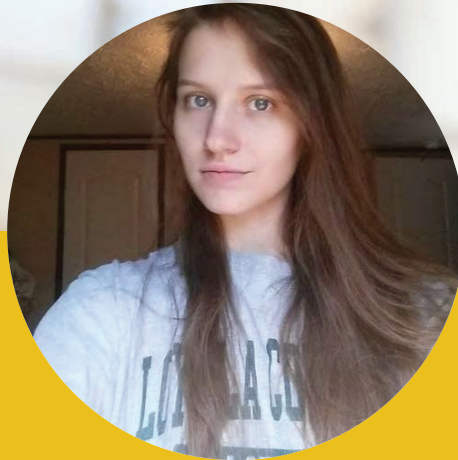Save yourself some time, money, and a ton of stress by reading on.

MISTAKE 1

NOT HAVING A CLEAR IDEA OF YOUR PROJECT'S SCOPE

One hurdle coming into your web development project is not having a crystal clear idea of the desired outcome. We've seen just about every blunder in the book, but this is one we witness often.

Sometimes the project needs the guidance of a veteran consultant to help get it on track. And oftentimes it's simply a matter of wireframing a model to ensure it helps your business grow exactly the way it needs to.

By establishing the exact scope of your needs, you'll be able to pinpoint what type of developer(s) you'll require.

Clearly defined expectations and goals will help ensure a project stays within budget and gets finished in the time period and way you want it to. Forgetting to set these expectations up front will cost you time and money and lead to a lot of unneeded frustration.

- Gloria Hope Tucker
Front-end Developer

MISTAKE 2

HAVING LITTLE UNDERSTANDING OF DIFFERENT DEVELOPER ROLES

Some developers have very specific skills in a particular area of a system, while others work in specialties like DevOps. From architects to extended reality, we've encountered it all.

Multiple languages and a range of practices are required for dozens of applications, and it's important that you have an understanding of the nuances. Our ability to "speak dev" is one of the ways in which we've established relationships with over 13,000 passionate professionals.

By having a firm grasp of the capabilities and experience of your devs, you can easily drill down into how they can best make your dreams a reality.

TIP:

KNOW WHICH SKILLS DEVS NEED TO BRING TO EACH PROJECT

Depending upon the needs of the project, sometimes all you'll need is someone who's proficient in a certain, singular skill.

However, there are definitely times when a developer with proficiency in multiple languages (for example) will provide you with a better end product.

Be proactive: determine which skills and duties your developer will need to have, and communicate this throughout your hiring process.

MISTAKE 3

TAKING TOO MUCH TIME TO FIND, RECRUIT, AND ASSESS TALENT

Filling a position within a company can cost as much as $500 per day.

Wasting time and money hunting down the best developers can be a huge drain. We know, we see it all the time. The best developers are scattered, and most have waitlists stretching for months. Having access to a trusted, well-vetted pool of contractors can help you scale with confidence when that next big opportunity drops in your lap.

Working with a trusted staffing partner (skilled in the areas you operate) can save significant time. Seek out a partner who is knowledgeable in your space and can demonstrate mastery over the technologies featured in your common open roles.

MISTAKE 4

CONTRACT OR BUDGET MISMANAGEMENT

Sometimes service disputes arise if work doesn't seem like it's progressing or performing to your standards. That's why having a firm budget going in—and establishing an iron-clad contract moving ahead—are so critical to success.

You can waste hard-earned money without the facts and figures of your web development needs. Trust us, it's worth the extra time to put your contract and budget details in writing.

As with so many things, when it comes to managing your project well, trust is key. And it doesn't hurt to have a pre-vetted team of professionals that know exactly what's expected of them from the get-go.

MISTAKE 5

NO-TO-LOW PROJECT MANAGEMENT

Without solid organization and oversight of your project, you could end up frustrated when things don't hit the necessary benchmarks.

It's an unfortunate truth that we've seen over the years: some agencies and businesses neglect to organize and/or communicate well with their developers. This can grind things to a halt quickly.

Ensure a win by either having the foresight to properly manage a project or by employing a dedicated PM.

Developers, like anyone else, have varying strengths and weaknesses. A lot of times you'll see amazing developers, but they will get mired down in the details of particular issue, causing them to lack forward progress. Project managers are key to this type of developer.

MISTAKE 6

NOT REALIZING THAT YOU GET WHAT YOU PAY FOR

Unfortunately, in the world of web development, the adage is true.

If you're shopping for quick Fiverr folks to prop up your ailing website with matchsticks and superglue, you could be in for a surprise. Not the good kind, either.

Trust us. It helps to know the true capabilities and costs of your web developers. And let's face it, you don't want to pay for things you don't need.

TIP:

KNOW THE VALUE OF RELATIONSHIPS

Whatever you do, don't underestimate the importance (and value) of established relationships over that of "worker drones."

Going back to a developer who you've worked with in the past substantially decreases your costs.

Why? Because you've already passed the initial learning curve of how to work with that person. Your dev projects will have shorter onboarding, and you'll know how, when, and with whom to communicate.

MISTAKE 7

PAYING YOUR DEVELOPER LATE (OR NOT AT ALL)

And lastly, what's the gaffe an alarming number of businesses make when they hire developers? Not giving them the credit they're due when it's time to settle those invoices.

Too often, projects get put on hold or shelved entirely because highly-skilled developers become disgruntled (or worse). And sometimes it's not your fault, we know you're busy.

When we developed our talent network, we made it a point to address these issues. With our platform, all payments are handled in a single location. This gives you the convenience and insight you need to pay your developers and juggle multiple projects across the talent spectrum — all on one neatly itemized bill.

Developers, like everyone, have strengths and weaknesses. You'll see amazing developers, but sometimes they'll get mired in the details of a particular issue, and lose some progress. Project managers are crucial for moving these developers along.

-Albert Volkman
CTO, Esteemed

ABOUT ⭐ **esteemed**

We're a community of hundreds of pre-screened experts only a message away. Our team is dedicated to helping individuals and businesses find superstar devs at the right price, all with no hassle.

Drop us a line! We'd love to hear what you've got cooking, and how we can be of service.

Get in touch