Lessons

Managers in a company may not wish to lose people to a new project. Part-time involvement may be inevitable.

● Skills such as UI design and hardware interfacing are in short supply.

● Recent graduates may not have specific skills but may be a way of introducing new skills.

● Technical proficiency may be less important than social skills.

Staff Selection Factors 1

Application domain experience: For a project to develop a successful system, the developers must understand the application domain. It is essential that some members of a development team have some domain experience.

Platform experience: This may be significant if low-level programming is involved. Otherwise, not usually a critical attribute.

Programming language experience: This is normally only significant for short duration projects where there is not enough time to learn a new language. While learning a language itself is not difficult, it takes several months to become proficient in using the associated libraries and components.

Problem solving ability: This is very important for software engineers who constantly have to solve technical problems. However, it is almost impossible to judge without knowing the work of the potential team member.

Staff Selection Factors 2

Educational background: This may provide an indicator of the basic fundamentals that the candidate should know and of their ability to learn. This factor becomes increasingly irrelevant as engineers gain experience across a range of projects.

Communication ability: This is important because of the need for project staff to communicate orally and in writing with other engineers, managers and customers.

Adaptability: Adaptability may be judged by looking at the different types of experience that candidates have had. This is a n important attribute as it indicates an ability to learn.

Attitude: Project staff should have a positive attitude to their work and should be willing to learn new skills. This is an important attribute but often very difficult to assess.

Personality: This is an important attribute but difficult to assess. Candidates must be reasonably compatible with other team members. No particular type of personality is more or less suited to software engineering.