

0..... EDUCATED GUESS0

NAME

Joshua Davis

DESCRIPTOR

Josh is a recruiter for a Fortune 500 company. He spends his time at work searching through job-listing websites looking for candidates that might fit within his company.

QUOTE

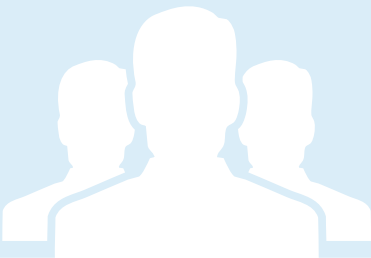
I'm not looking for someone to meet every qualification of each job. I don't want someone who picked a template and filled in their content. I'm looking for somenoe that will fit with the culture of this company



Joshua Davis

WHO IS IT ?

Josh graduated from a 4 year university with a degree in business. While he is not using his degree to its full potential, he knows what to look for in college graduates and potential employees. At 32 years old, Josh is just beginning his family with his high school sweetheart. When he is not working he is at home taking care of his wife and his newborn and trying to spend as much time with them as he possibly can. He looks forward to his job on Monday but greatly cherishes the weekend with his family.



WHAT GOALS?

Josh loves the company he works for and is motivated by people who have the same passion that he does. He is passionate about filling the open roles with individuals he knows will excel at their job and will benefit the company for the long run. He enjoys meeting new people and taking on the challenge of creating an even better work environment

WHAT ATTITUDE?

When looking at portfolio websites, Josh already sees something that he likes. As mentioned, his day-to-day includes scouring job-posting sites looking at those who have applied and those that are actively looking and have a profile that matches the job that he is actively trying to fill. Though he is interested, he doesn't like spending a lot of time on a website and wants to understand the personality of the author as quickly as possible. He has a lot of people that he can search through and he will quickly move on if he isn't satisfied.

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WHICH BEHAVIOUR?

Josh sees a lot of websites and has seen plenty of great portfolio websites. However, he says he is not interested as much in the overall presentation of the website as he is in the personality of the person through the website. He has seen a lot of portfolio websites that have very cool features but he struggles in finding the information he needs about the person.

He considers himself pretty tech-savvy though he does have to ask his interns a couple questions here and there about terminology used in some of the websites. Because of this familiarity with technology, he can often navigate a website with ease and understand what icons/features do what. Though, as mentioned above, if he cannot find what he is looking for quickly or a feature does not work how he expects, he could move on to the next person. Because of the size of the company, they are looking for both qualifications and personality and the sites that Josh looks at each and every day need to reflect that.

Because of his job, Josh is a scanner. He has perfected the art of scanning pages for the more important information

Josh is big on function and emotion. The site needs to work but should also not be some template pulled from the Internet - he sees enough of them

He is a pretty moderate decision maker. He can quickly determine if someone does not fit the culture but is harder to decide when someone does fit. He tries not to make decisions based on emotion though. His job is bigger than himself as he is recruiting people for the whole company.



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