Truth about Getting Hired

It sucks

- We don't know what makes someone good
- We don't know how to check for skills
- We are bad at hiring juniors
- We are bad at training on the job

Hiring ends up very random

- Getting first job is hardest
- Extra: Non-men, BIPOC, older candidates face implicit and explicit biases

How a Posting is Made

Option 1: We have no one with the skills

- Others guess at the skills

Option 2: We have people with the skills

- They look for people *just like them*
    - (But are bad at that anyway)

UI/Web front end jobs are weirder yet

The lines between roles vary a lot

- Design?
- Service interaction?
- SPA vs server-generated?
    - Which languages?
- Mobile Web vs Mobile Native?

UI has very different interaction with algorithms

Reading the Job Posting

- Read between the lines
  - Reveals bad parts
  - Reveals real needs
- Find the **core skill**
- Find the **core application of that skill**
- Everything else probably isn't "required"
  - Except for resume filtering (coming next)

How to read the posting

Remember **their goals**

- Find someone that can do the job
    - Usually with little guidance
- Restrict flood of applicants
- Admit the bad parts in a good light

They struggle as much as you do!

- That doesn't help you though

Phrases to understand

- "many hats"
    - = understaffed
- "fast-paced" / "challenging"
    - = you won't get much training/support
- "must be able to juggle multiple tasks"
    - = With you, we will still be understaffed
- "passionate"
    - Low quality job:
        - = work overtime (possibly unpaid)
    - Better job:
        - = train and push yourself

Finding the Core Skill and Application of it

- You don't need to be "the best"
- You need to the best
    - for this job
    - that they can get to agree to the job

Find Core skill they ask for

- Find what they want to do with it
- Show that you can do that

Getting a Job

Applying

- Referrals
- Resume Tailing

Interviewing

- Screening
- Interviewing
- Aftermath

Referrals

Many places offer staff a bonus

- if they recommend someone that gets hired

I've seen $1k-$5k!

- So staff has an incentive to consider you
    - Meetups, lists, etc
    - Expect you will have to prove yourself
- MAY even skip filtering and/or screening

Do BEFORE applying

Resume Filtering

After applications are in

- A filtering step
- Automated
    - No human looks at resume here!
    - Keyword matches
        - Exact word
        - Doesn't understand
        - React doesn't imply HTML
        - HTML isn't HTML5

Resume Tailoring Part 1: For computers

Modify your resume for the job

- Use the keywords they use in posting
    - Exactly as they use them
- Mention the core skill and core application
    - Repeated is good!

Resume Consideration (Finally?)

At last! A human looks at your resume

- "looks", not "reads"
- 1-3 seconds
    - Need to see that Core skill and support
    - I often see dates, cities, or headers

Resume Tailoring Part 2: For Humans

- Go ahead and bold key words
- All experience: say why good for THIS job
- "Exposure to..."
    - Won't fool people
    - It got you here, that's the point
- Keep it short, keep it skimmable
- Recruiter isn't a developer
    - Still won't know HTML vs HTML5
    - Still won't know React requires HTML
- Portfolio site or public repo is good to mention
    - But not looked at yet

The Interview Flow

- Recruiter Screen
- Tech Test (mostly junior)
- Tech Screen
- Full Interview
- Hiring Panel (you aren't there)

Recruiter Screen

Recruiter schedules a quick phone call

- can you communicate comfortably?
- does your resume lie?
- may use questions from tech-side
    - tricky, because answers need to match
    - your confidence matters a lot

Recruiter wants you to pass!

- may offer tips for next section
- listen to them

Manager Screen

Often not part of process

A quick phone call with Hiring Manager

- Would you be a problem?
- Would you solve pain points?
- Not a skill evaluation
- Usually rushed

Less helpful than Recruiter

Tech Test

More common on more junior roles

Automated test

- They are terrible (personal opinion)
- Often algorithm focused, time limited
- Just try, endure
- Places can be very different
    - a bad experience means nothing overall

Tech Screen

- Phone call or shared coding
    - Note: likely unfamiliar editor!
    - Sound quality matters
- May be one big question, or many smaller
- May be coding, may be concepts, may be both
- Do you have minimal skill level?
- Do you have major personality issues?

Tech Screen samples

CSS

- Center this
- What is "quirks mode"?
- Something about precedence/specificity
- Style a menu

HTML

- What is Semantic HTML?

JS

- FizzBuzz
- Use this data structure (often recursive)

Tech Screen Tips

- Discuss your thoughts
    - Break it down
    - Ask questions
    - Utterly alien experience. Practice!
- Don't rush yourself
- Take notes of your weak areas

The Full Tech Interview

A several-hour set of interviews

- usually each with 1-2 people
- often each set covers a different area
- which areas depend entirely on job/employer

Example: A web front-end position might cover:

- JS Fundamentals
- HTML/CSS
- build/modify a simple web page/component
- calling services
- Management interview

Passing Tech Interview Parts

- As with Tech Screen
  - Share your thoughts as you go
  - Break down problems
  - Ask questions
- Test somehow!
- Practice saying "I don't know" various ways
  - you want a reflex
- Don't spin if you have no clue
  - try to show a strength

Finding your boundaries is part of most interviews

Passing the Management Interview Part

- Relax
- Show curiosity
- Working with others
- "Passion"
- "culture fit"
- Bigger companies can be suspicious
    - Did you research the company?

Hiring Panel

After the interviews

- Perhaps same day, perhaps a few days
- This is why you hope they take notes
- Most places have "hard yes/no" or "soft yes/no"
    - So bombing one interview part may not end your chances

When you do not get hired

Remember: A lot of randomness

Also, interviewing is a skill

- mostly unrelated to actual coding skill
- but "social" skills do matter

Expect little info from company

- Do not burn bridges
- Take notes yourself

Next interview can be different

- Often difficulty unrelated to quality

Negotiating

- Don't reveal current salary
    - They will push for a band
    - Make them offer a range
    - It feels like they have all the power
- Do you counter-offer?
    - Very different stories exist

Stay or Move?

Current state of industry

- You will get more compensation by moving
- Recently I was moving every 3ish years
    - Never was the plan though
- Worry about your sustainability more than career
    - Retirement is far away :(

This is dumb, and hopefully will change someday