Truth about Getting Hired

We don't know what makes a good programmer

- Don't know the desired skills
- Don't know how to quickly test for skills

Filter for quality by making someone else do it

- "X years of work experience..."

Result: Getting hired has a lot of randomness

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

How does this go?

- Hiring Manager(HM): I need to hire someone
- Recruiter (R): Great, what do you need?
- HM: A good programmer
- R: Defined how?
- HM: Um...I guess...they can do React already
- R: My search shows 700,000 resumes with "React"
- HM: Oh. Well, I suppose it would be good if they can also use some other pieces we use...
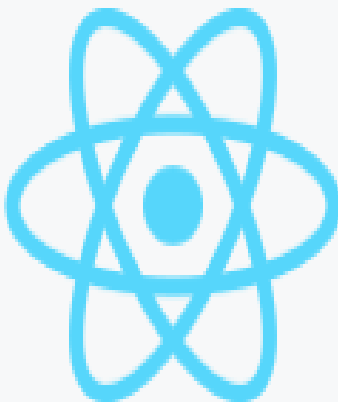
Several cycles later...

grey jena
@tweets_by_weber

Dear recruiters, if you are looking for:

- Java, Python, PHP
- React, Angular
- PostgreSQL, Redis, MongoDB
- AWS, S3, EC2, ECS, EKS
- *nix system administration
- Git and CI with TDD
- Docker, Kubernetes

That's not a Full Stack Developer
That's an entire IT department

This is too common

new

Junior Carbon Developer
CyberCoders **3.6** ★
Nashville, TN 37219 +6 locations

📷 $120,000 - $160,000 a year   💼 Full-time

➤ Easily apply

○ Must have 10 years of Carbon experience - no exceptions and C++ doesn't count
○ Must also have 10 years with AWS and React. Knowledge of Photoshop strongly preferred.

M https://mybroadband.co.za › software

Google's Carbon programming languag
aims to replace C++ - MyBroadband

1 day ago — Google unveiled a new programming languag
called Carbon on Tuesday, 19 July 2022, which it said is a
experimental replacement for C++.

React

Original author(s) Jordan Walke

Developer(s)   Meta and community

Initial release   May 29, 2013; 9 years ago[1]

What do you do about this?

It is difficult and you need some luck

- The hard work does help
- Cast a wide net
- Show yourself in the best light
- Target what they are looking for
- Don't exclude yourself
- Get referrals
- Don't give up

How to get an interview

- Apply **so many** places
- Tailor your resume
- Get Referrals
- Don't give up

Reading the Job Description

- Watch for emphasis, use it
- Understand the wants vs needs
- Don't exclude yourself
- Read between the lines for what the job is

Do I match this job?

- Jobs tend to specialize
    - New devs tend not to
- Be honest, but fuzzy
    - "X years of experience" can be guideline
- What is the core skill?
- What is the core application of skill?

Resume Filtering

Step 1: Resumes are filtered for keywords

- Make sure you have them!
- Exact matches required
- No human involved

Resume Consideration

Step 2: Resume viewed by a human

- Recruiter first, Hiring Manager second (if at all)
- Skimmed, not read
- Make resume skimmable
    - make key skills and details pop
    - not dates, sections, cities

Recruiting likely isn't tech-familiar

- speak to job description

Resume Tailoring

- Alter your resume to the job
    - PARTICULARLY if not yet specialized
- Need to pass recruiting first
    - Focus on job description
    - Portfolio only helpful if specifics highlighted
- Then Hiring Manager
    - Focus on team problems to solve
    - Also on avoiding past mistakes
    - Portfolio likely ignored
        - Unless highlighted to speak to above

Resume tips

- Cover letter is hit/miss
- Typos unfairly important
- Not "Why am I good"
    - instead "Why am I good FOR THIS JOB"
- Can I see it in 3 seconds?

The Flow to get Hired

- Outreach
- Apply
- Recruiter Screen
- Management Screen
- Tech Test (if any)
- Tech Screen
- Full Interview
- Review Panel

Outreach

Recruiter reaches out to you?

Find someone to do a referral?

- Best before applying, may be different flow
- Meetups (incl virtual)
- Open source repos of company
- Be ready to prove yourself

Applying

- Covered in previous section
- Expect to do a crazy number of applications
- ...but put effort into them
- Annoyingly manual effort

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 Tips

- Discuss your thoughts
    - Break it down
    - Ask questions
    - Utterly alien experience. Practice!
- Speed makes it easier for you, not them
    - But don't rush yourself into mistakes
- 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