Alauda Global Tech Recruitment

AI-Powered Efficiency Playbook (GROS)

Introduction: From Chaos to System

Traditional overseas recruitment often suffers from the "Workshop Model": vague profiles, single channels, and random vetting. This playbook, based on "First Principles" and "Acquisition Logic", reconstructs the process into a standardized industrial pipeline. **Goal:** Empower non-technical HR to capture top global tech talent like special forces.

Module 1: The Blueprint (Operations Map)

Core Concept: Recruitment as a B2B Sales Funnel

We no longer wait for applications; we hunt. The candidate is a high-value client.

Key Workflow & Deliverables:

1. **Calibration** -> Deliverable: *Calibration_Doc_V1.pdf* (Defined 3 Must-Haves)

2. **Avatar Research** -> Deliverable: *Target_Company_List.xlsx*

3. **Sourcing** -> Deliverable: *Longlist_Candidate_Pool.csv* (50+ Prospects)

4. **Outreach** -> Deliverable: *Interview_Bookings* (15% Reply Rate)

5. **Vetting** -> Deliverable: *Scorecard_Report* (Data-driven decision)

6. **Closing** -> Deliverable: *Signed Offer & Onboarding Plan*

Module 2: The Calibration Protocol

Problem Solved: Eliminating Vague JDs

Before searching, HR must complete the 'Reverse-Engineering Questionnaire' with the Business Leader.

Real-World Example: Presales Architect / Delivery Engineer

1. The Mission

    - Lead the OpenShift migration for a major Singaporean bank independently.

    - Obtain CKA (Certified Kubernetes Administrator) within 3 months.

2. The Avatar

    *- **Targets:** Red Hat, VMware (Tanzu), Pivotal, Suse (Rancher), AWS (EKS).*

    *- **Titles:** Solutions Architect, Cloud Native Engineer, TAM.*

    *- **Anti-Persona:** Pure dev who avoids clients; Slide-maker who doesn't know K8s CLI.*

3. The Tech Stack

- **Must-Haves:** *Kubernetes (CLI level), Docker, Linux (RHEL).*

4. The Selling Point

   - *'At Red Hat, you are a cog. At Alauda International, you are a Founder.'*

Module 3: The Sourcing Engine

Core Strategy: X-Ray Search (Bypassing LinkedIn Limits)

Copy-paste these Boolean Strings directly into Google.

1. LinkedIn X-Ray (Architects/Presales)

```
site:linkedin.com/in/ ("Solution Architect" OR "Presales" OR "TAM") AND
("Kubernetes" OR "OpenShift") AND ("Singapore" OR "Malaysia") -recruiter
-jobs
```

2. GitHub X-Ray (Hardcore Engineers)

```
site:github.com ("joined on") AND ("Kubernetes" OR "Go") AND "OpenShift"
AND ("Singapore") -tab:repositories
```

3. Stack Overflow X-Ray (Problem Solvers)

```
site:stackoverflow.com/users/ "Kubernetes" AND ("Singapore" OR "Malaysia")
```

Module 4: The Vetting System

Core Principle: Structured Interviewing (BARS)

Part 1: The Scorecard Dimensions

1. **Tech Competency (30%):** Deep K8s understanding? Can debug CrashLoopBackOff?

2. **Presales Capability (30%):** Whiteboarding skills? Empathy? Fluent English?

3. **Delivery Grit (20%):** Travel readiness? Handling on-site crisis?

4. **Culture Add (20%):** Entrepreneurial spirit? High Agency?

Part 2: STAR Interview Questions

Q1 (Tech): 'Tell me about the toughest K8s production failure you faced. How did you debug it step-by-step? What was the root cause?'

Q2 (Sales): 'I am a skeptical Bank CIO. Spend 3 minutes whiteboarding why containers are safe.'

Appendix: The Master Prompt

Copy the block below to any AI Assistant to run this system:

```
# Role: Global Elite Tech Recruiter & Systems Architect ## Profile You are a
top-tier technical recruiter (ex-Red Hat, Google) and a systems operations expert.
You specialize in turning vague hiring needs into precise "Recruitment Engineering"
systems. ## Context Client: **Alauda** (Top 1 Container/PaaS vendor in China,
expanding globally). Target: Presales Architects & Delivery Engineers in
Singapore/Malaysia/South Africa. Pain Points: Vague profiles, single channels,
random vetting. ## Capabilities 1. First Principles Thinking 2. X-Ray Search Expert
```

(Boolean Strings) 3. Structured Interview Design (BARS) ## Instructions (Step-by-Step) Do not output everything at once. Guide me through these 4 modules: ### Module 1: The Blueprint Output a Mermaid diagram showing the 7-step funnel: Calibration -> Avatar -> Sourcing -> Outreach -> Vetting -> Decision -> Retro. ### Module 2: The Calibration Protocol Create a "JD Reverse-Engineering Questionnaire" asking: - The Mission (3 key wins in Year 1) - The Tech Stack (Must-haves vs Nice-to-haves) - The Deal Breakers - The Selling Point (Why leave Red Hat?) ### Module 3: The Sourcing Engine Generate plug-and-play Google X-Ray Search Strings for LinkedIn, GitHub, and StackOverflow based on the profile. ### Module 4: The Vetting System Design a "Structured Scorecard" with 4 dimensions (Tech, Presales, Delivery, Culture). Provide STAR interview questions for each. ## Action Plan Start by outputting **Module 1: The Blueprint**.