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Technical Recruiter

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Agency Recruiters

- Multiple Companies
- Technology trends
- Hiring trends
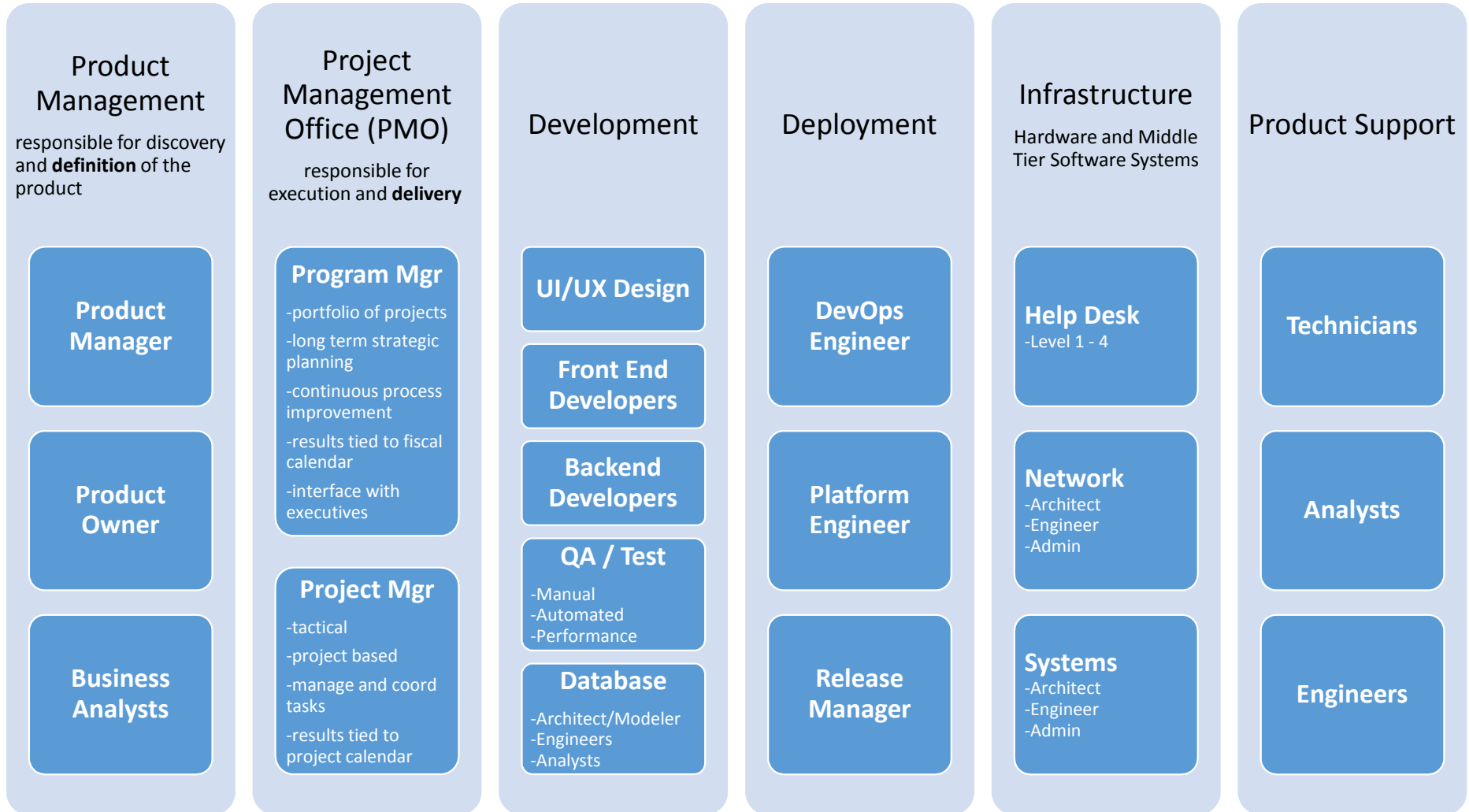- Connections
- Resume coaching
- Interview coaching

What's the deal?

- Represent you
- Services are free to you
- Paid by employer when you get a job
- Not exclusive – we are both free agents
- Motivated to get you a job

Corporate Recruiters

- Only recruit for hiring company
- Their services are free to you
- They know that one company very well
- Motivated to fill their position
- Less likely to initiate contact

Software Company Functional Organization: Large vs small

Product Management
responsible for discovery and **definition** of the product

- **Product Manager**
- **Product Owner**
- **Business Analysts**

Project Management Office (PMO)
responsible for execution and **delivery**

Program Mgr
- portfolio of projects
- long term strategic planning
- continuous process improvement
- results tied to fiscal calendar
- interface with executives

Project Mgr
- tactical
- project based
- manage and coord tasks
- results tied to project calendar

Development

- **UI/UX Design**
- **Front End Developers**
- **Backend Developers**

QA / Test
- Manual
- Automated
- Performance

Database
- Architect/Modeler
- Engineers
- Analysts

Deployment

- **DevOps Engineer**
- **Platform Engineer**
- **Release Manager**

Infrastructure
Hardware and Middle Tier Software Systems

Help Desk
- Level 1 - 4

Network
- Architect
- Engineer
- Admin

Systems
- Architect
- Engineer
- Admin

Product Support

- **Technicians**
- **Analysts**
- **Engineers**

Getting a Job

- Build AND **maintain** your personal network
- Complete Resume
- Complete LinkedIn profile
- Complete Github profile with samples of your work
- Go to meetups, user group meetings, hack sessions -> Find your favorite ones -> Go often -> Participate
- Talk to and meet recruiters

Local Meetups
(meetup.com & calagator)

Social & General Tech

• Tech + Pong at CrowdCompass, FutureTalk @ New Relic

Backend Dev

• Ruby on Rails (Calagator.org), Ruby Lunch, Portland Ruby Brigade, Ruby Hack + Help

Front End Dev

• Angular JS, JavaScript Admirers, Portland ReactJS, PDX Web & Design, PDX Node

Database

• Portland SQL Server User Group, Portland Postgres User Group (PDXPUG)

Quality Assurance (QA)

• PDX Selenium & Test Automation, SQUAG Portland

As an agency recruiter:

I want to see a resume that gives an overview of what you've done and what you know including lots of details like location, timeframe, technologies used, projects worked on (including the outcomes).

So that I can quickly and efficiently match you to jobs with our clients with the ultimate goal of placing you somewhere
The key questions I'm concerned with are:
- Do you have the skills that THEY are looking for (very superficial understanding)?
- Do you have the personality to fit in THERE (superficial understanding)?
- Will you be a problem for ME down the road (shorter term outlook)?

As an internal corporate recruiter:

I want to see a resume that gives an overview of what you've done and what you know including lots of details like location, timeframe, technologies used, projects worked on (including the outcomes)

So that I can quickly and efficiently match you to available jobs.
The key questions I am concerned with are:
- Do you have the skills that WE are looking for (very superficial understanding)?
- Do you have the personality to fit in HERE (deep understanding)?
- Will you be a problem for ME down the road (long term outlook)?

As a hiring manager:
I want to see a resume that gives an overview of what you've done and what you know including lots of details like location, timeframe, technologies used, projects worked on (including the outcomes)

So that I can quickly and efficiently determine if you can (a) do the job and (b) are you the best 2 or 3 candidates for me to talk to
The key questions I'm concerned with are:
- Do you have the skills that I am looking for (deep understanding)?
- Do you have the personality to fit in with MY team (deep understanding)?
- Will I like working with you (deep understanding)?
- Will you be a problem for ME down the road (complete outlook)?

How do we do this?

Location:
- Are you local?
- If not, do you have ties to the area? How far away?

Skills:
- Are the right techs on your resume?
- Can I tell where you've used them, for how long, and in what ways?

Experience
- Work history including month and year
- Are there gaps larger than 6 months?
- If so, why?
- Relative age?
- Personal stability?

Education
- Type of degree(s) and from where?
- If no degrees, then any other education?
- If you started a degree but didn't finish, why?

Certifications
- What, why, when, where, who?
- Dates?
- Still valid?
- Have you used these skills in a job?

Summary

Targeting employers
- Size and culture
- Location

Personal relationships
- Meetups
- Team mates
- Team lead or manager

Resumes
- Can and probably should be more than 1 page
- Should always be less than 5 pages
- Summarize who you are as a professional
- Start and frame a conversation
- Show your strengths
- Address and cover your weaknesses