Finding People: Job Posting Strategies
Sept. 11, 2017 – Open Source Summit
This is a rant.
The nope-iest nope

in all of nopedom.
Some terrible ideas
The Laundry List
The list of requirements was comically long: an engineering degree (only in computer science or electrical engineering), a law degree and a business degree (only from top schools), management-consulting experience (only at Booz Allen or Bain), start-up experience (only at a top start-up), enterprise-software-company experience (only at a big established player known for training employees) … oh, and fluency in Mandarin." from Ellen K. Pao
“a new Jessica”
“the last person was terrible”
Drummer(s) NEEDED

For LOUD synth band.

BAND NAME IS: T0DD CLOUD (in all capital letters, the O's are zeros - always, copyright 2013)

RULES:
MUST have 'cool' hair cut (ABSOLUTELY NO LONG HAIR OR CHELSEAS!!!)
NOTE: CHELSEA haircuts and LONG HAIRS will be considered IF AND ONLY IF --> (you can drum)
THIS WORKPLACE
HAS BEEN DRAMA LLAMA FREE FOR 0 DAYS
Tech where you don’t need it
The fancy paper
Lo, these many years
Two jobs that list as one
Nobody has time for that
You report to everyone
Oversee all the things!
Money.
Writing better job descriptions
We need two Matts!
Needs assessment ++
When people leave
Your reputation
Bait and switch
Keeping it real
Required vs. Nice to have
Keep it short.
Open source experience
Skills vs. Duties
Keep it professional
Mammas Don’t Let Babies Grow into Rock Star Developers - Rikki Endsley (Ignite OSCON 2015)
https://www.youtube.com/watch?v=OL5wAkQC6_I
Assume people can learn things
Then tell people what they’ll learn with you
Once it’s written
Get a second opinion!
Joblint

Test tech job posts for issues with sexism, culture, expectations, and recruiter fails.

http://joblint.org/
Where to post your jobs
Women Who Code, Systers, women’s groups for your specific tech, local meet-ups where people are learning a language or technology you need
Ask for help
What about interviews?
Making Every Hire Count
—Data Driven Hiring!

By Chris Stankaitis, LISA 2015

https://www.usenix.org/conference/lisa15/conference-program/presentation/stankaitis
GOT A JOB

ACTUALLY ENJOY IT
Further Reading

How to Ensure You Don’t Hire Anyone
https://medium.com/@morgane/how-to-not-impress-me-during-the-interview-process-b2b99f30298b

Stop Requiring College Degrees
https://hbr.org/2013/02/stop-requiring-college-degrees.html

The Years of Experience Myth https://blog.codinghorror.com/the-years-of-experience-myth/

Special thanks to VMBrasseur who also feels strongly about this topic.
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