HR vs. Tech
101 for Tech Recruiters & HR Employees

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Our Story

- Strong Tech Background
- Focused on Berlin & its Community
- Permanent Jobs
  - Success based
  - Talent Service
- Freelance Jobs
  - Onsite Projects
  - Available within 2 business days
- Blue Card & Visa Service
- Mentoring, Events & Hackathons
HR vs. Tech 101

Layers of Technology
- Graphics & UX
- Front End
- Back End
- Quality Assurance
- DevOps & Infrastructure
- Methodologies
- KPIs

Recruiting Tech People
- Job Descriptions
- Screening
- Interview
Layers of Technology

- Graphics & UX
- Front End
- Back End
- Database
- Quality Assurance
- DevOps & Infrastructure
- Methodologies
- KPI's
Stack Development History
Graphics & UI / UX

**Graphics**
- Style
- Tools
- Knowledge
- UI/UX?

**User Interface & Experience**
- Theory & Resources
- Prototyping & Research
- Validation & Testing
- Tools
Front End

Based on
- Style(guide)
- HTML
- CSS (+ Preprocessor)
- Java Script
- Optimization

Styleguide
- Reusable documentation of all design elements

Read: http://webkrauts.de/artikel/2014/living-styleguides
Front End

HTML
- Hyper Text Markup Language
- "Descriptive language"
- "structural framework"

CSS
- Cascading Style Sheets
- "Presentational language"
- Preprocessors
  - Less, Sass, SCSS
  - Readable & Editable
Front End

Java Script
- Originates from C not Java
- Adding ability for interaction
- Created by Netscape

Frameworks
- jQuery
  - Library for interactive design
- React.js  🚀
  - Interaction with changing data
- Angular.js, Meteor.js, Backbone.js
- MVC Frameworks (Model-View-Controller)
  - Helps to organize Java Script code
Front End

Optimizations

1. Priority: Page Load
   - Combine & Compress

2. Priority: Page Build
   - Load when necessary

3. Priority: SEO Optimization
   - Readable, Relevant

4. Accessibility
   - Mobile First, Barrier Free
Back End

Architecture
- Front End
- Back End
- Database

Monolytic (MVC, SOA)

Microservice
Back End

Technology
- Ruby
- Python
- PHP
- Java
- Groovy

Framework
- Rails
- Django, Flask
- Zend, Symfony,Yii, Laravel
- Spring, Hibernate
- Grails
Back End

Functionality

► Provides functionality, logic, etc.
► Validates & executes
► Receives and sends data
Back End
Databases

Relational (SQL)
- MySQL, PostgreSQL, etc.
- Store any information organized and only once

Post-Relational (NoSQL)
- NoSQL, MongoDB, etc.
- Quick and dirty
Quality Assurance

Pre Development Testing
- Test Driven, Behavior Driven

Post Development Testing
- Manual Testing
- Unit Test (Single Software Function)
- Integration Tests (Various Software Functions)
- Acceptance Tests (Black-Box-Testing)
- Front End Tests (Selenium, Jasmine)
DevOps & Infrastructure

**DevOps**
- Combined Build & Integration
- Tools
  - Jenkins, nginx, Chef, Puppet

**Infrastructure**
- Hardware
- Cloud Infrastructure
- Distributed Systems
Methodologies

**Waterfall**
- Old school
- Step by step

**Agile**
- Self organizing
- Cross functional
- "Agile Manifesto" (’80/’94)
- Adaptive vs. predictive
- Iterative vs. waterfall
- Code vs. documentation

**Scrum**
- Terms
- Sprint & Dailies
- Burn-Down-Chart
- Backlog
- Velocity
- Typical Bottlenecks

**Kanban**
- Visualization
- Limitation
KPIs & Buzzwords

Operational

- Truck Factor
- Time To Fix Bugs
- Ship early/simple and often

Buzzwords

- Scalability & Performance
- Resilience 🌶️
- Continuous Integration & Deployment 🌶️
Recruiting Tech People

- Job Descriptions
- Screening
- Interview
Job Descriptions

Teach your Team
- It's not a wishlist
- Ask questions
- Involve developers
- Define priorities

Wording
- Talk about yourself
- Address your needs
- Lower the barrier
- You apply to them
- Keep it short & simple
Screening

Screening a CV
- Your priorities first
- "Form Follows Function"
- Permanent vs. Contracting
- Duration in a Job

Additional Sources
- GitHub
- Stackoverflow
- Source Code
- Meetups
Interview

How to Interview a Tech Person
- Stay True
- Don’t try to pretend
- Cultural fit first
- Environmental fit second

Things to Talk About
- Achievements
- Challenges
- Failure
- Logical Questions
WE DO TECH RECRUITING RIGHT
Because we’re developers ourselves

WE KNOW WHAT MATTERS:

WE RESPECT YOUR TIME & PRIVACY:
No cold calls. No random jobs.

WE’RE AT THE HEART OF THE COMMUNITY:

WE ARE WEBCROWD

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