Build and Scale Successful Dev-Teams

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talent.io in a Nutshell

talent.io for Companies
Selective Tech Recruiting Platform

- 250+ prequalified, actively job searching engineers in Berlin, Paris and London per week
- Work with a Client Executive that knows the hiring competition (Companies, Salaries, Stacks, Products) and can help you attract the right people
- Contact five people and hire one within 19 days, pay 15% success based

talent.io for Engineers
Selective Tech Recruiting Platform

- 2500+ companies in Berlin, Paris and London applying to you directly, including salary information
- Work with a Talent Advocate that knows the local market (Companies, Salaries, Stacks, Visa, etc.)
- Receive five+ job offers, interview the ones you like, sign a new contract within 19 days, completely free of charge!

This is Part of a Larger Exercise

O'REILLY®

Agenda

1. An ‘Agile Manifesto’ for Tech Recruitment
2. HowTo: Test Driven Recruiting
3. Hello World: Finding Applicants
4. CI/CD: The Application Process
5. Git-merge: The Onboarding
6. Scaling

An ‘Agile Manifesto’ for Tech Recruitment

An ‘Agile Manifesto’ for Tech Recruitment

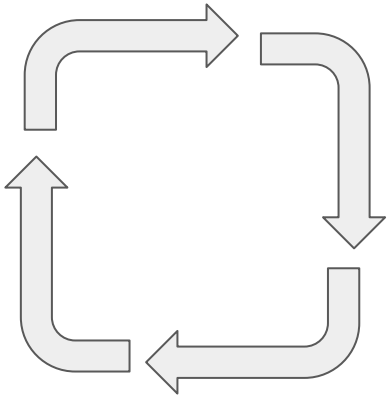
Why?

- Heavy amount of requests
- Changing requirements
- Number of steps needed
- Many people involved

An ‘Agile Manifesto’ for Tech Recruitment

1

Individuals and Interactions over Process and Tools



2

Working Product over Comprehensive Documentation

4

Responding to Change over Following a Plan

3

Customer Collaboration over Contract Negotiation

Hiring is an Exponential ToDo!

HowTo: Test Driven Recruiting

HowTo: Test Driven Recruitment

What is the Idea of Test Driven Approaches (as for TDD)?

- Focused Criteria
- Tidier Process
- Fewer Bugs

HowTo: Test Driven Recruitment

How do we achieve this?

- Using scorecards in the decision process
- Defining process parameters
- Execution: Hiring the right person fast
- Review!

Hello World: Finding Applicants

Hello World: Finding Applicants

The job advert: Do you read me?

- Talk about yourself: Team, Stack, Product and Vision
- Requirements are only related to your ‘Core Need’
- Put the advert in the right space

Hello World: Finding Applicants

Fuzzy Search: How to build a candidate pipeline

- Sales Funnel Metrics in Recruiting
- Do Talent Management: Engage with potential hires
- Provide checks and balances in the interview process

CI/CD: The Application Process

CI/CD: The Application Process

What is a fast but thorough interview process?

- Sanity Check
- 1. Interview
  - Technical Interview(s)
- 2. Interview (test day)
  - Focus on team integration
  - Pair programming
  - Socializing
- **Decision Time!**

CI/CD: The Application Process

Coding Tests?

- Do’s
  - Early, quick (<3h) and automated
  - Meaningful and related to your product
- Dont’s
  - Whiteboard Tests
  - Effort != Gain

CI/CD: Signing a Contract

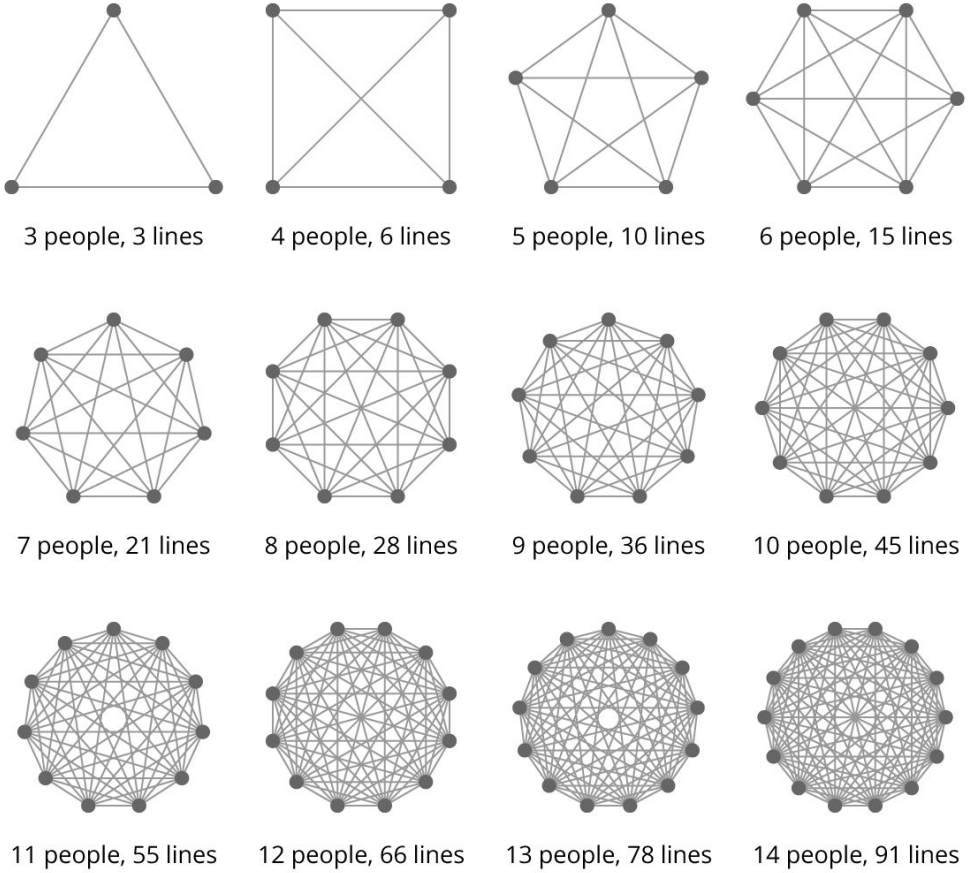
Git-merge: Onboarding

Git-merge: Onboarding

- Remember your Scorecard?
  - Focus on your ‘Core Needs’, share the scorecard
  - Reach a feeling of impact and output fast
- Factors of wellbeing
  - Previously aligned on work environment expectations
  - Team building according to your culture and values

Scaling

Scaling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4 people, 6 lines
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6 people, 15 lines
7 people, 21 lines
8 people, 28 lines
9 people, 36 lines
10 people, 45 lines
11 people, 55 lines
12 people, 66 lines
13 people, 78 lines
14 people, 91 lines

Scaling

- Retention: What is a tool of retention?
  - 1. Question: Equity?
  - 2. Question: Working with new technologies in a real world scenario?
  - 3. Question: A stable, experienced, learning oriented development team?
  - 4. Question: A ‘reliable’ agile product development environment?
- Become a Hiring-Organisation
  - Involve everyone in your hiring efforts
  - Be transparent about efforts, failures and success

Thank You!

Reach Out:
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Please

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