

Your **First Five** Technical Hires

@AdamDill CEO dailydrip.com

Hiring a person is easy

Hiring **the right** person is **hard**

Establish a **Framework**

Apply that to an opening

Assume **everyone** is hired until
disqualified

Framework

Write Description

Find Candidates

Screening Call

Tech Interview(s)

Checking References

Offer & Negotiations

Job Description

This is the **specification** for the job

Cover basic responsibilities

Look at similar posts

Should represent your company **culture**

Know your package ranges, even if you don't publish

You'll need this later for an offer letter

Finding Candidates

Finding Candidates

Become a source for **inbound**

Local: Local Dev Slack, Meet-ups & User Groups

Remote: We Work Remotely

Your tech group should be a **destination**, not a step

Finding Candidates

Screening resumes is hard

Include a **screening question**:

What is your biggest accomplishment as a Developer?

What is your favorite language or framework?

Ask for **code** (github profiles are great)

Finding Candidates

Don't be hesitant to reach out to specific people

Be precise, **no shotgunning**

Don't sound like a recruiter

Research & **tell why** you are reaching out to them directly

Screening Resumes

Make a **Typeform** for applicants

Ask for LinkedIn or resume, **GitHub**, & short answer questions

Short answer questions filters out shotgunners

When scheduling a phone screen,
require some small task.

Screening Calls

Screening Calls

Start with **get comfy** questions

Intros & Background

Background on your company

Can they **handle change**?

What is your interest in startups?

Screening Calls

Dip into **relevant experience**

Previous projects that are similar

Experience with language, framework, or specific tech

Screening Calls

Technical screening question, **simple is better**.

Filter by how deep they go down the rabbit hole.

Do they have **any questions**?

Not having questions should be an immediate disqualification.

Salary Expectations

Ballpark is fine, **don't waste anyone's time**

Screening Calls

Depending on your company culture:

Can they **travel** for on sites and conferences?

Are they used to working **remote**?

Find out about what kind of culture they don't like

Why are you leaving your **current position**

Technical Interviews

Technical Interviews

Two interviewers

Have a conversation, not a quiz

In person with a white board

Or via webcam and shared Google Doc

Don't look for running code, rather analyze logic via pseudo-code

References

References

Request **three** references

Talk to at least two

Use the candidate's first name

Ask the references the same questions

Look for **patterns**

Pay attention to questions they don't answer

Can you describe your professional relationship with <Person>?

How was <Person> as a worker? What's their work ethic like?

How would you apprise their development skills?

What would you say is <Person>'s biggest strength?

How would you say <Person> got along with other team members?

What is their biggest weakness?

Why do you think <Person> is looking for a new position?

What do you think was <Person>'s biggest accomplishment during their time working with you?

Anything else you'd like to mention about <Person> that I haven't asked already?

Would you hire or work with <Person> again?

Overall Tone

Person 1
(Position - Company - City, State)
(123-456-7890)

Person 2
(Position - Company - City, State)
(123-456-7891)

Can you describe your professional relationship with <Person>?

P1: met in 2003 at a startup, worked together at agencies on popular brands, did very complex projects

P2: hired him at multiple companies as an external consultant, worked on startup together

How was <Person> as a worker? What's their work ethic like?

P1: great working with him, very flexible. great at meeting deadlines, doesn't cut corners

P2: work ethic is the big reason he's hired him so many times. likes to achieve milestones, always meets timelines

How would you apprise their development skills?

P1: one of the best developers they have ever worked with

P2: very solid dev, takes feedback really well, architecture is well thought out and well not over built

What would you say is <Person>'s biggest strength?

P1: flexibility

P2: <Person> gets stuff done, pure and simple.

How would you say <Person> got along with other team members?

P1: never argues, able to work across multiple projects and stake holders well, very good at being client facing

P2: really laid back, non confrontational

What is their biggest weakness?

P1: their pricing is high, and is a stickler for doing things right

P2: wish that they had more design experience, and is not super interested in it

Why do you think <Person> is looking for a new position?

P1: not sure, company is going through changes may be related to that

P2: company might close down, so he is looking because of that

What do you think was <Person>'s biggest accomplishment during their time working with you?

P1: portal website for 22 companies plus multiple ownership groups, he designed literally hundreds of pages

P2: he is just a great designer who is very resourceful

Anything else you'd like to mention about <Person> that I haven't asked already?

P1: nope

P2: be clear in your specifications

Would you hire or work with <Person> again?

P1: wouldn't hesitate to work with again

P2: without a doubt, recommend very highly

Overall Tone:

P1: very positive, really enjoys working with <Person>

P2: really good, says they are a great person

Can you describe your professional relationship with <Person>?

P1: met in 2003 **at a startup**, worked together at agencies on popular brands, did very complex projects

P2: hired him at multiple companies as an external consultant, **worked on startup** together

How was <Person> as a worker? What's their work ethic like?

P1: great working with him, very flexible. **great at meeting deadlines**, doesn't cut corners

P2: work ethic is the big reason he's hired him so many times. likes to achieve milestones, **always meets timelines**

How would you apprise their development skills?

P1: **one of the best** developers they have ever worked with

P2: **very solid dev**, takes feedback really well, architecture is well thought out and well not over built

How would you say <Person> got along with other team members?

P1: **never argues**, able to work across multiple projects and stake holders well, very good at being client facing

P2: really laid back, **non confrontational**

Why do you think <Person> is looking for a new position?

P1: not sure, **company is going through changes** may be related to that

P2: **company might close down**, so he is looking because of that

Would you hire or work with them again?

P1: **wouldn't hesitate** to work with again

P2: **without a doubt**, recommend very highly

Overall Tone:

P1: **very positive**, really enjoys working with <Person>

P2: **really good**, says they are a great person

Show me the money

Making an Offer

Contract to hire, but work out details out up front

Have an offer template & fill out details with job description

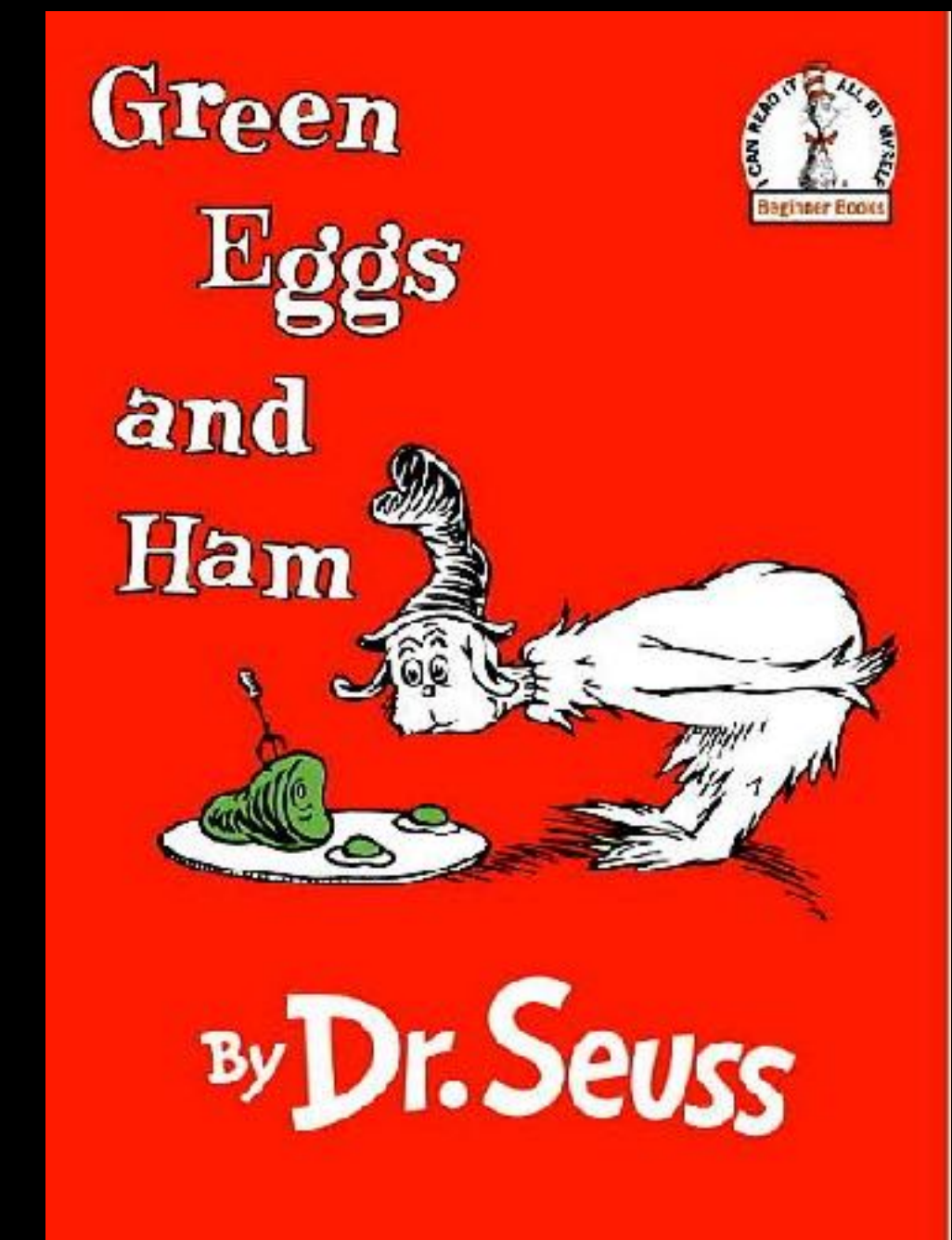
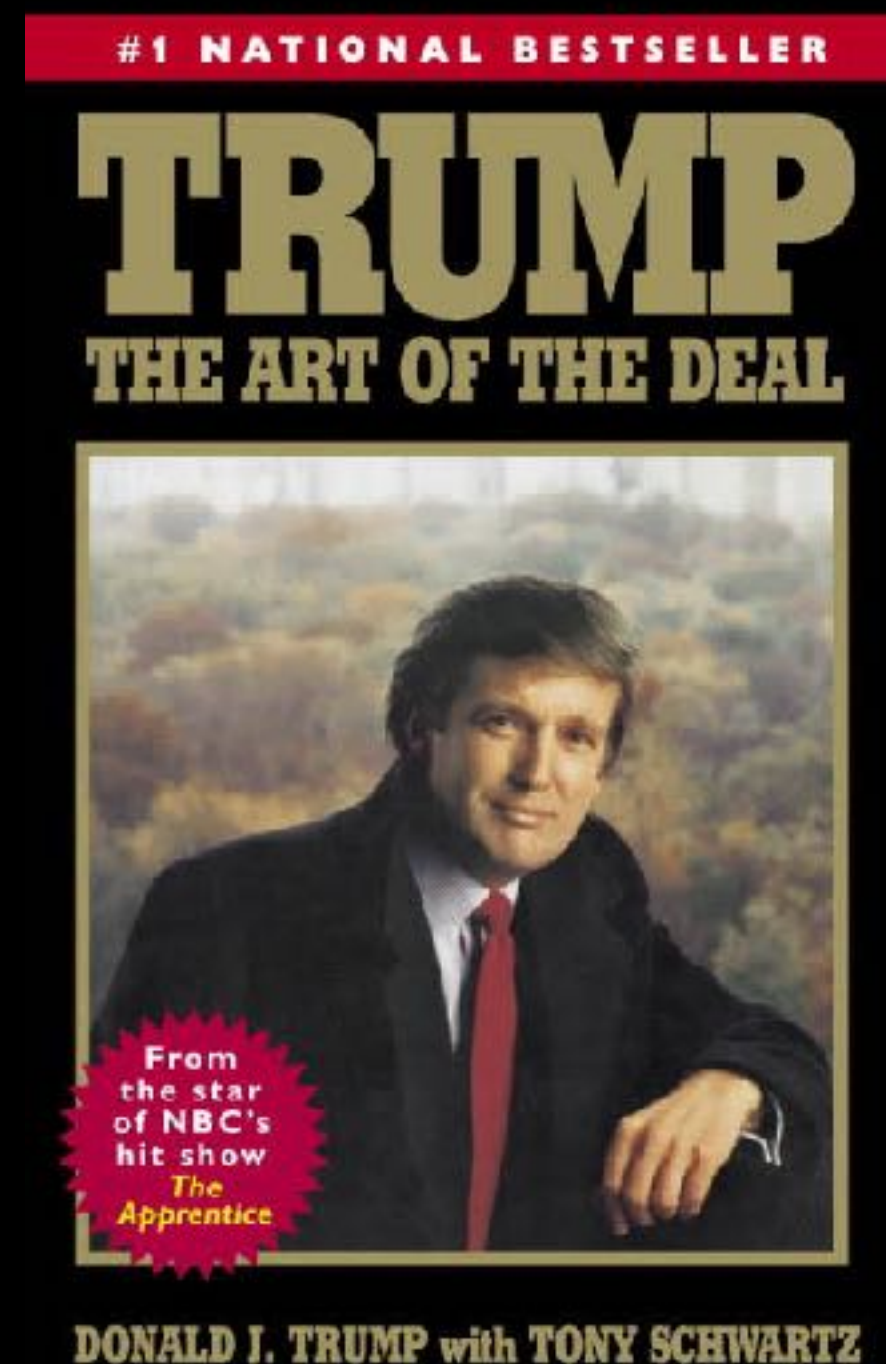
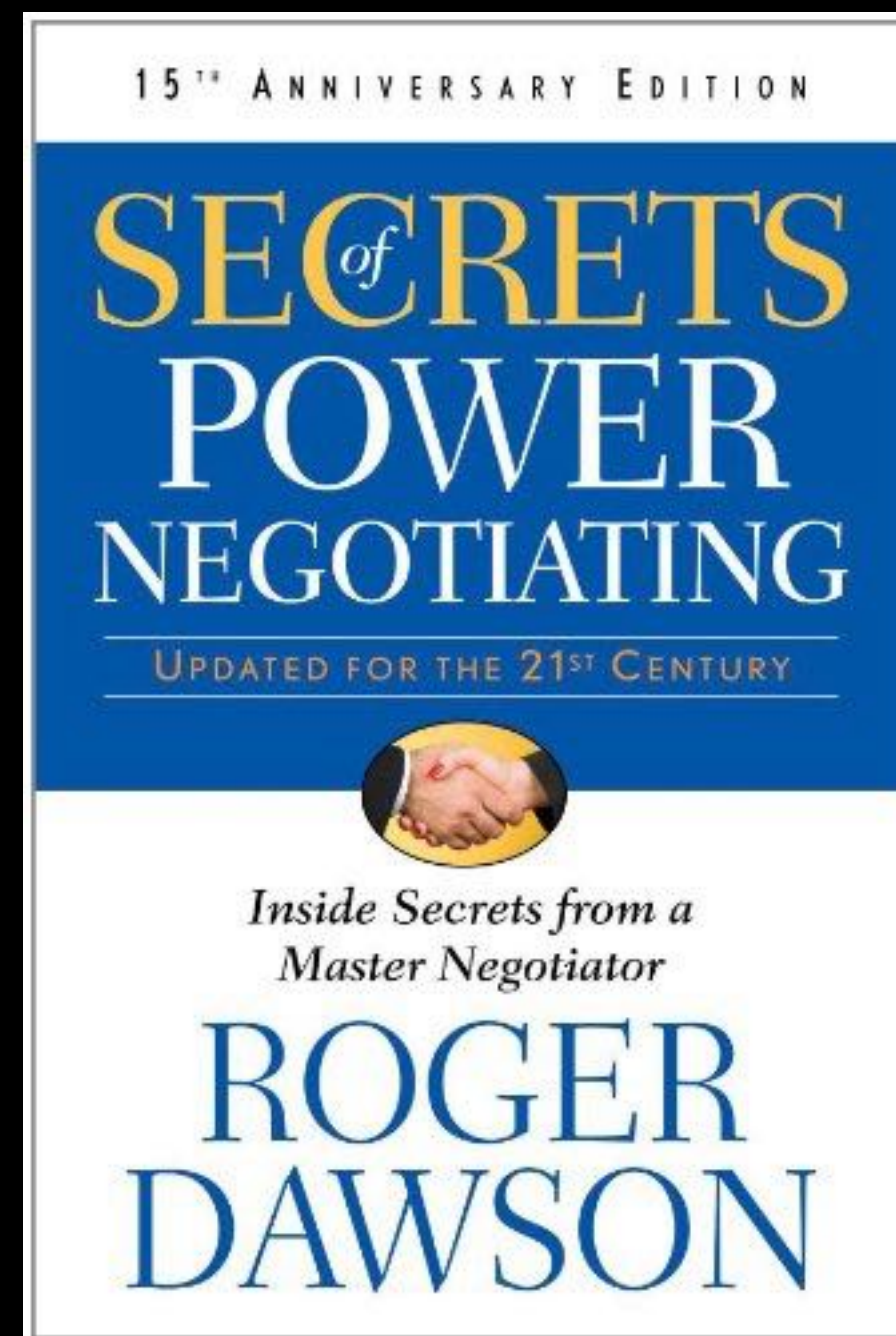
Know your package and make it clear, including:

- Options vesting and cliff

- Salary

- Benefits

Negotiation



First Five Hires

CTO or Architect

Back End Dev

Mobile Developer

Front End Developer

Ops

CTO or Architect

Resume: What does a CTO do?

Phone: What recent technology choice that you made are you not happy with, and what would you do differently next time?

Interview: Describe the architecture of uber/netflix/whatsapp/etc, dive into many sub systems and how they interconnect, whiteboard diagrams

Tip: this should be **in person**, have some one technical interview with you. Check for an **amazing communicator** with a history of **building outstanding teams**

Back End Dev

Resume: What's your favorite Testing Framework?

Phone: Describe the full lifecycle of a GET Request

Interview: Model a game of chess, push for details of object orientation and Class structure

Tip: Need some one with **strong logic skills** who is **militant about testing**

Mobile Dev

Resume: What's the favorite package that you use on every project?

Phone: What would you want API to look like for a simple user profile?

Interview: Model a two person emoji only chat, examine data model and transfer protocol

Tip: **detail oriented**, mobile testing sucks and it requires a lot of attention to not break related features

Front End Dev

Resume: What's your favorite F.E. framework?

Phone: Describe the full lifecycle of a GET Request

Interview: Model a two person emoji only chat, talk about how the local and remote data model are kept in sync, and how the display layer ties into that

Tip: look for some one who **knows many frameworks**

Ops

Resume: What's your favorite orchestration platform?

Phone: How does a hypervisor work?

Interview: Talk in details about your planned deployment stack

Tip: **Hire lazy** Ops engineers

Thanks, Questions?

fin