

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

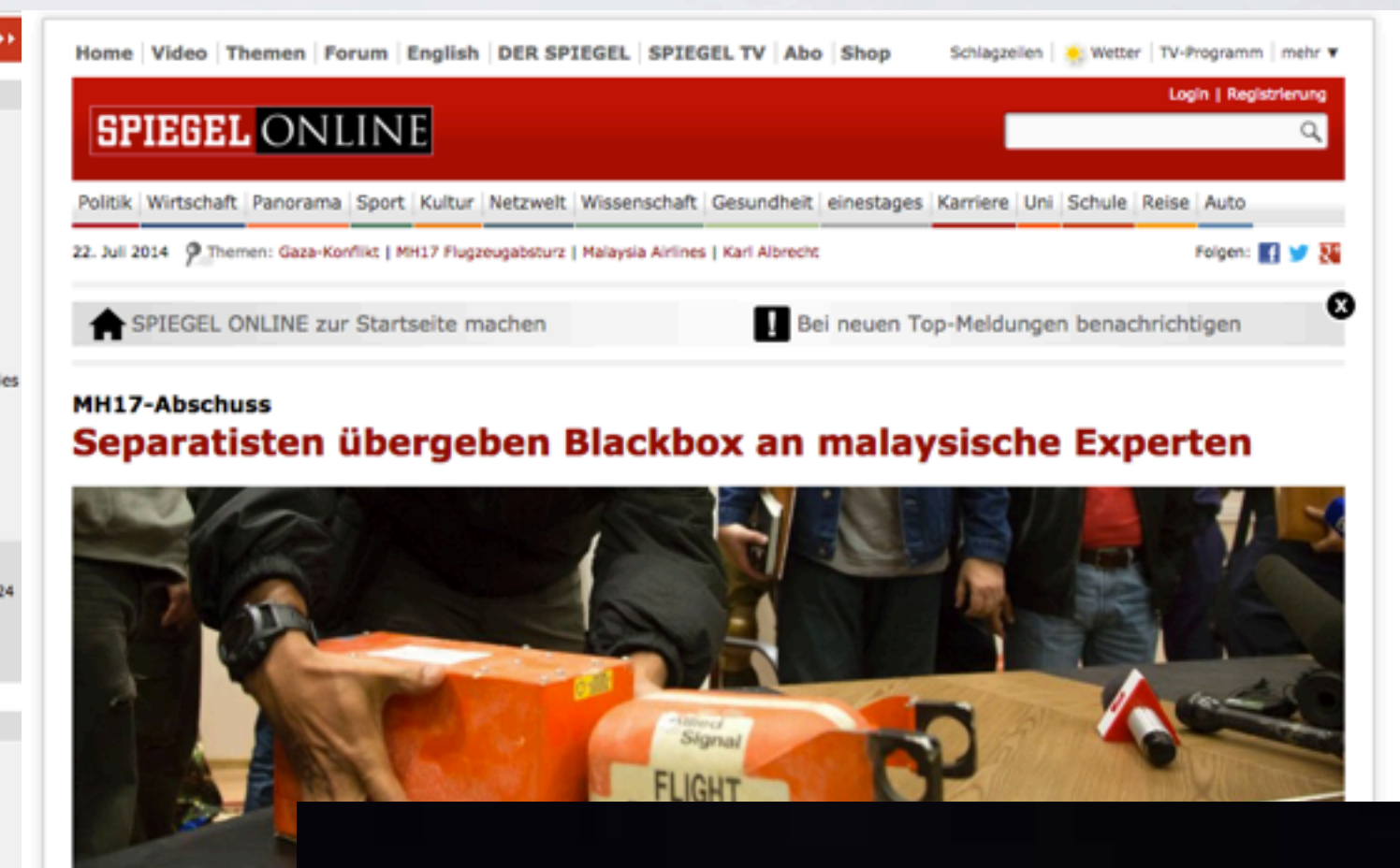
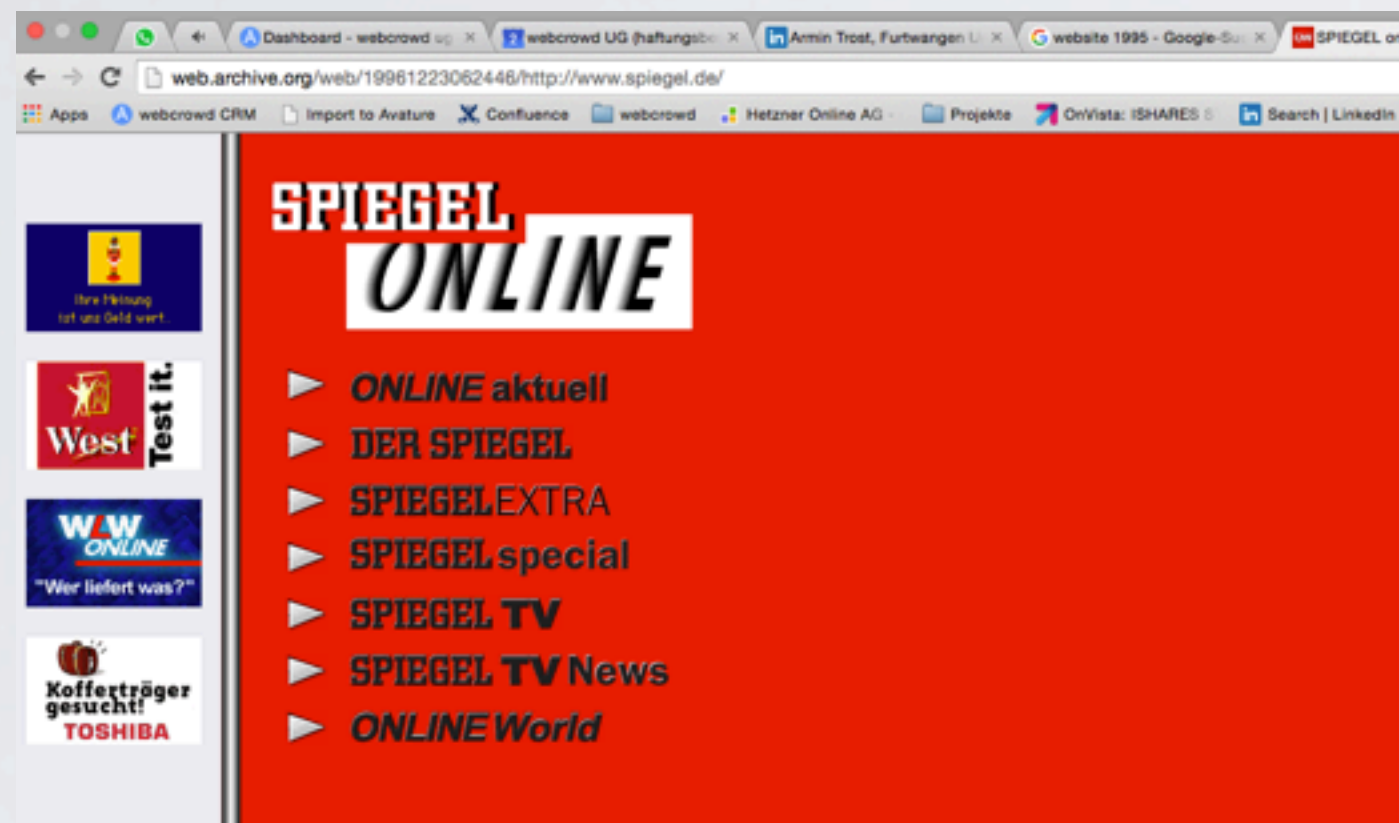
Layers of Technology



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

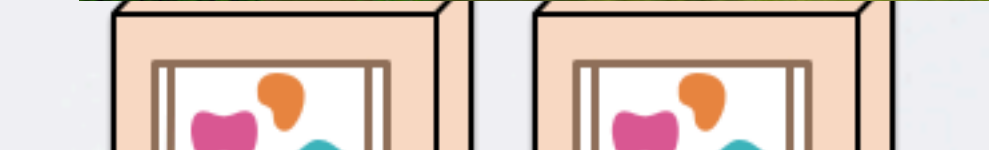
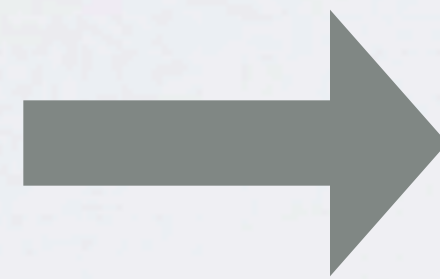
Optimizations

- ▶ 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)

<http://martinfowler.com/articles/microservices.html>



across servers,



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

The screenshot displays the Facebook page for 'Webcrowd', categorized as 'Internet/Software'. The page features a cover photo with a cityscape at sunset and a 'TECH RECRUITING' graphic. The left sidebar shows analytics for the current week: 399 likes (+41 this week), 264 post reach, 66 post engagement, 0 contact us, and 3 website clicks. A red circle highlights the '399 likes +41 this week' metric. Below the analytics is a 'Reach a new milestone 500 Likes' badge with a 'Promote Page' button. The main content area includes a 'Write something...' text box and a post from 'Webcrowd' published by Hootsuite, featuring a link to a donut-shaped nuclear fusion reactor. The right sidebar shows a 'THIS WEEK' summary and a 'Recent' year filter.

Webcrowd
Internet/Software

399 likes +41 this week

264 post reach this week

66 Post Engagement

0 Contact Us

3 Website Clicks

500 Likes

Promote Page

Webcrowd
Published by Hootsuite [?] · 20 hrs ·

Homer Simpson would love this: A donut shaped nuclear fusion reactor
<http://ow.ly/Ubicr> #wefuckinglovescience

THIS WEEK

2015

2014

2013

2012

2011

See Your Ad Here

New Nuclear Reactor Coul...
ifscience.com

Homer Simpson would love this: A donut shaped nuclear...



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 
- ▶ Continious Integration & Deployment 

Recruiting Tech People



- ▶ Job Descriptions
- ▶ Screening
- ▶ Interview

Job Descriptions

Teach your Team

- ▶ Its not a wishlist
- ▶ Ask questions
- ▶ Involve developers
- ▶ Define priorities

Wording

- ▶ Talk about yourself
 - ▶ Team. Stack. Product. Vision.
- ▶ 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:

Team. Stack. Product. Vision.

WE RESPECT YOUR TIME & PRIVACY:

No cold calls. No random jobs.

WE'RE AT THE HEART OF THE COMMUNITY:

Exchanging. Supporting. Building stuff.

WE ARE WEBCROWD

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