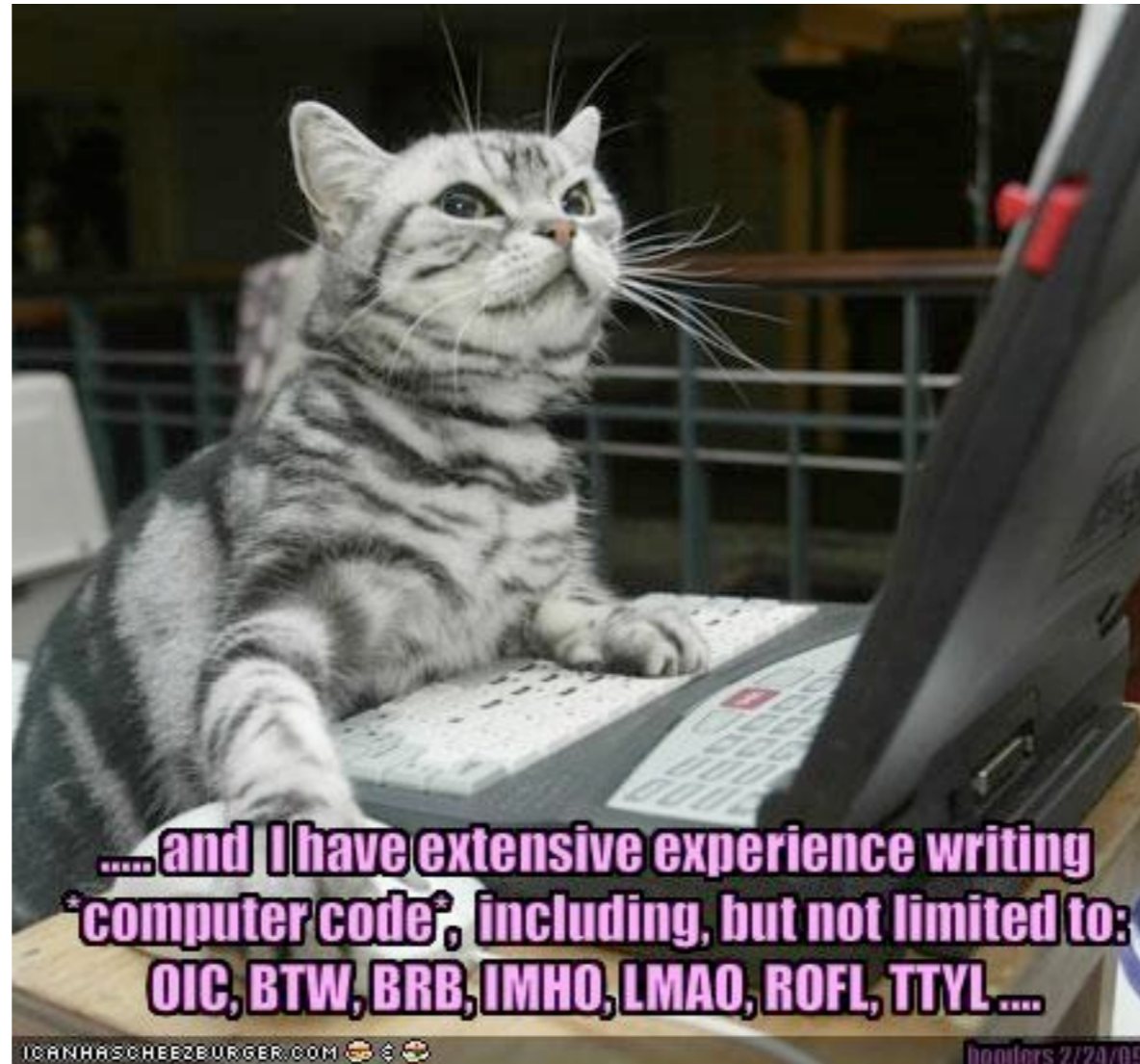


What do techies know about recruitment?

Israel Boza Rodriguez, Developer at LMAX
@israKaos
blogs.lmax.com



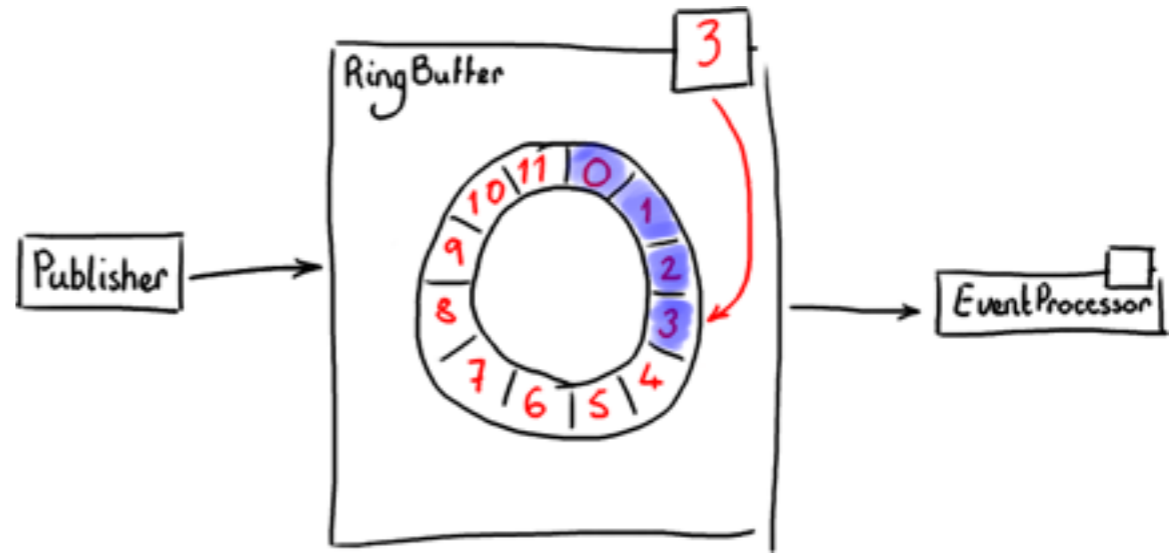
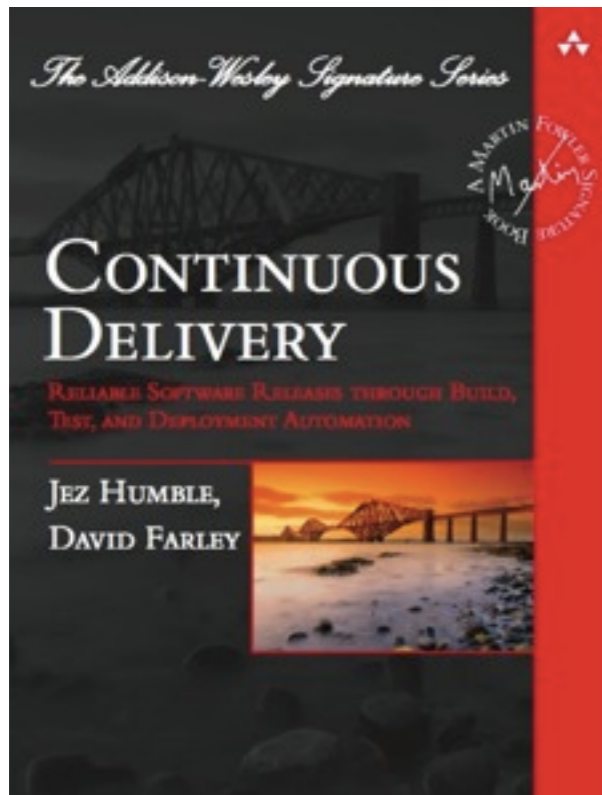


.... and I have extensive experience writing
computer code, including, but not limited to:
OIC, BTW, BRB, IMHO, LMAO, ROFL, TTYL

Your world is going to be
impacted.

You will have to work with
those people

You will get better at interviews



WE ARE HIRING

Thanks!

Attracting Great People

Stefan Tilkov | @stilkov | #qconlondon

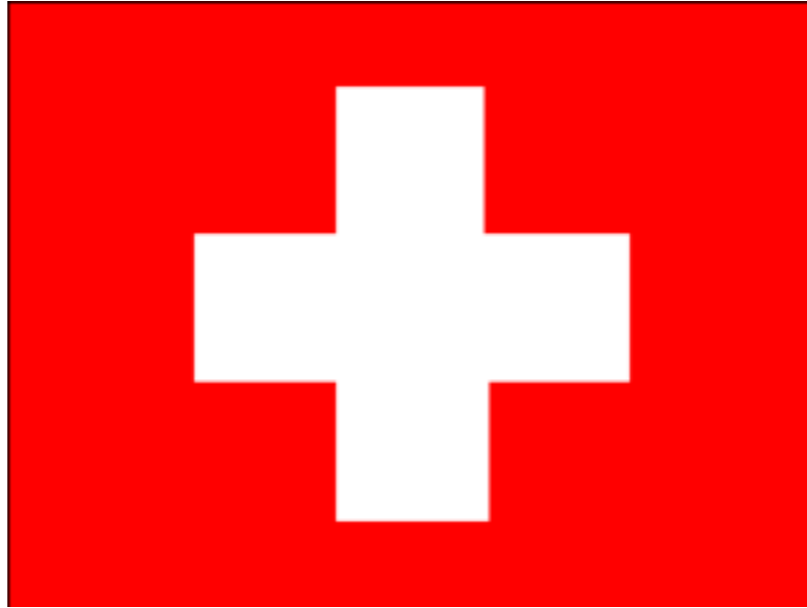
Background

innoQ

<http://www.innoq.com/en>

*Consulting
Development
Training*





~ 60 employees

2 managers

3 problems

1. Get people to apply

2. Decide whether to hire them

*3. Get them to sign
on the line
which is dotted*

Our problem ...

*... is not assessing whether
someone's a good fit*

Hiring

developers on both sides

technical skills

personality

interest

The secret to attracting great people:

*Make sure you can afford to
be honest*

Things we say

Things we do

Don't demotivate

free choice of machine

smartest phones

best tools

least amount of process

Satisfy curiosity

“Company events”

(all-hands meetings)

4×2 days, 2×3 days per year

1-day internal workshops

Strive for happiness

maxium profit

low risk

control

PHI

meaning

Project Happiness Index

technical challenges

practicalities

Do the right things

Do things right

Talk about it

Q&A



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