



## noHR Hiring

**Kim Ross (@kimbertles)**  
**Martijn Verburg (@karianna)**

Kudos to Zoe Slattery (@zoe\_slattery)

**Session ID: 3861**





# noHR Hiring - who are we?

- Kim Ross
  - Indie game developer & freelancer with a passion for big data
  - Hired & managed game teams where every member is essential
  - Has made hiring mistakes but also found some gems
- Martijn Verburg (aka "The Diabolical Developer")
  - CTO of jClarity - Java performance tooling for cloud
  - Co-leader of the London Java Community
  - Has hired (and sadly) fired many talented folks







# noHR Hiring - What are you looking for?

What are you looking for?









# noHR Hiring - What are you looking for?

Let's define a role





# noHR Hiring - What are you looking for?

1. Personal qualities
2. Cultural Fit
3. Practicalities
4. Technical











# noHR Hiring - What are you looking for?

Can HR help?





# noHR Hiring - Assessing candidates

## Assessing candidates



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# noHR Hiring - Assessing candidates

## Curriculum Vitae





# noHR Hiring - Assessing candidates







# noHR Hiring - Assessing candidates

Job interview...

Interviewer: What would you consider to be your greatest weakness?

Applicant: Honesty.

Interviewer: Honesty? I don't think honesty is a weakness.

Applicant: I don't give a fuck what you think.





# noHR Hiring - Assessing candidates

## Data structures and algorithms



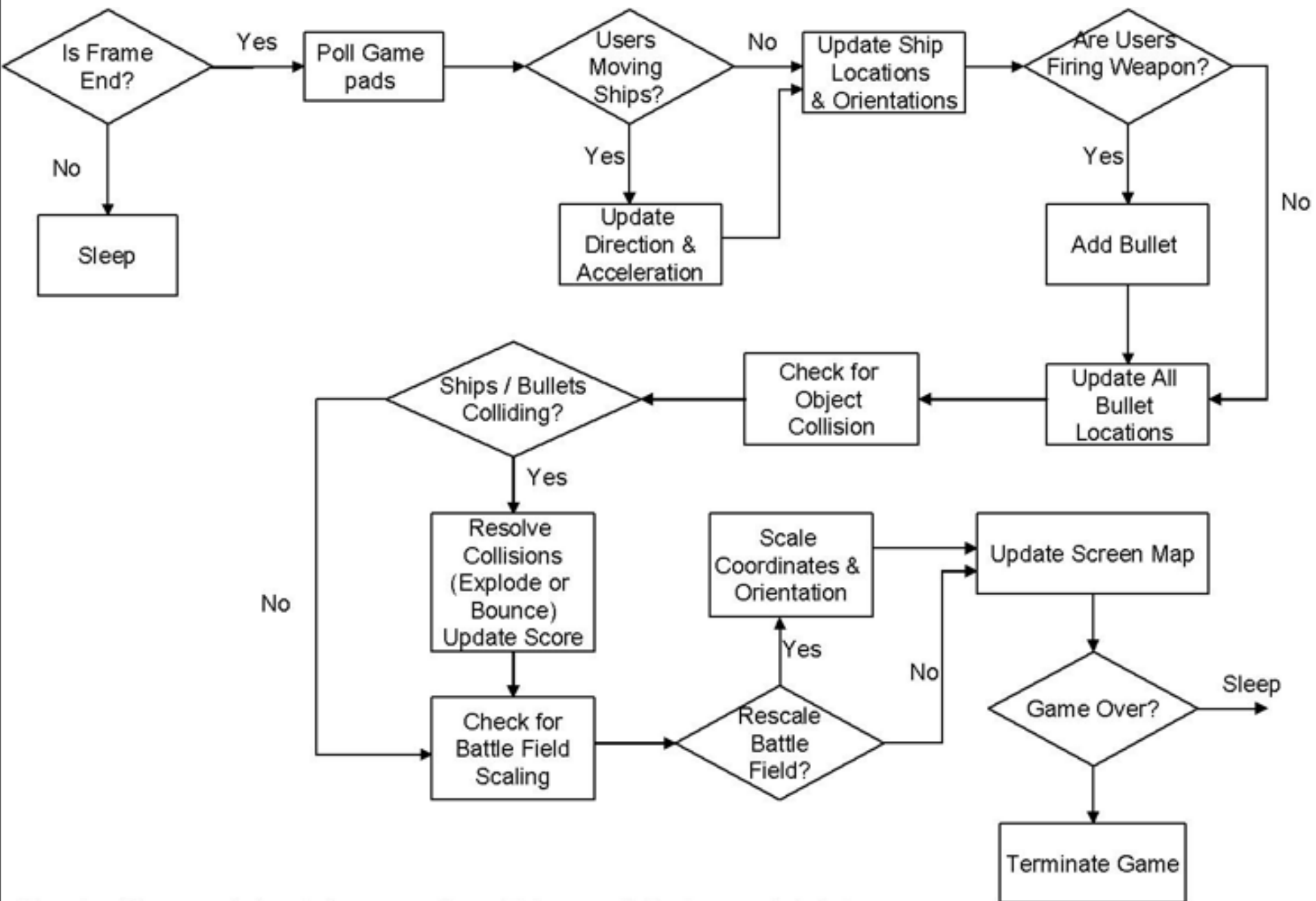


# noHR Hiring - Assessing candidates

## Coding tests



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Flow chart for computation during game play. . This computation is executed during vertical blanking.





## Public Contributions





# noHR Hiring - Assessing candidates

## References



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# noHR Hiring - What are you offering?

Why should they work for you?





# noHR Hiring - What are you offering?

## Job Adverts



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## noHR Hiring - What are you offering?

- ***"Minimum three years** of experience working with Agile methodologies; Solid experience with UML; Scrum Master certification; **Five years of Java** development including EJB, multithreading, hibernate and Spring; Good knowledge of Puppet or Chef; **Minimum of two years of experience with TDD** and any mocking framework (preferably Mockito); Previous investment bank experience; **Strong academic records**. Fantastic opportunity to work with a very talented team in a great working environment. Great benefits."*





# noHR Hiring - What are you offering?

- *"We expect our developers to do much more than just writing code"*
  - *Help our clients to achieve their real goals—questioning the requirements, understanding why they are asking for it and how it contributes to their real goal.*
  - *Deliver new features every few days.*
  - *Develop a one-button-click infrastructure to deploy the applications into production.*
  - *Share knowledge by pair-programming with other developers.*
  - *.....*

***We don't like heroes and hierarchy. Our developers are the ones conducting all the interviews. Since we benefit so much from the open source community, we expect that all our developers are involved with community work, either contributing to open source projects and writing blogs, or attending user group meetings. This is our way to give something back."***







# noHR Hiring - What are you offering?

## Interviews



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	<b>Synergie</b>	<b>Prozess</b>	<b>Kompetenz</b>	<b>Effizienz</b>	<b>Philosophie</b>
	<b>ope- rieren</b>	<b>reorgani- sieren</b>	<b>opti- mieren</b>	<b>gene- rieren</b>	<b>fokus- sieren</b>
	<b>Ressourcen</b>	<b>Best Practice</b>	<b>Standard</b>	<b>Vision</b>	<b>Bench- mark</b>
	<b>inte- griert</b>	<b>pro- aktiv</b>	<b>strate- gisch</b>	<b>dyna- misch</b>	<b>inno- vativ</b>
	<b>Momentum</b>	<b>Paradigmen- wechsel</b>	<b>Potentia- lität</b>	<b>Wert- schöpfung</b>	<b>Work- flow</b>



# noHR Hiring - What are you offering?

How does development/IT run?



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# noHR Hiring - What are you offering?

Challenge / Interest level



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# noHR Hiring - What are you offering?

## Work Environment



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# noHR Hiring - What can HR do for you?

HR (aka Legal Compliance)



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# noHR Hiring - What can HR do for you?

## Keeping you legal



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# noHR Hiring - What can HR do for you?

Organise the process



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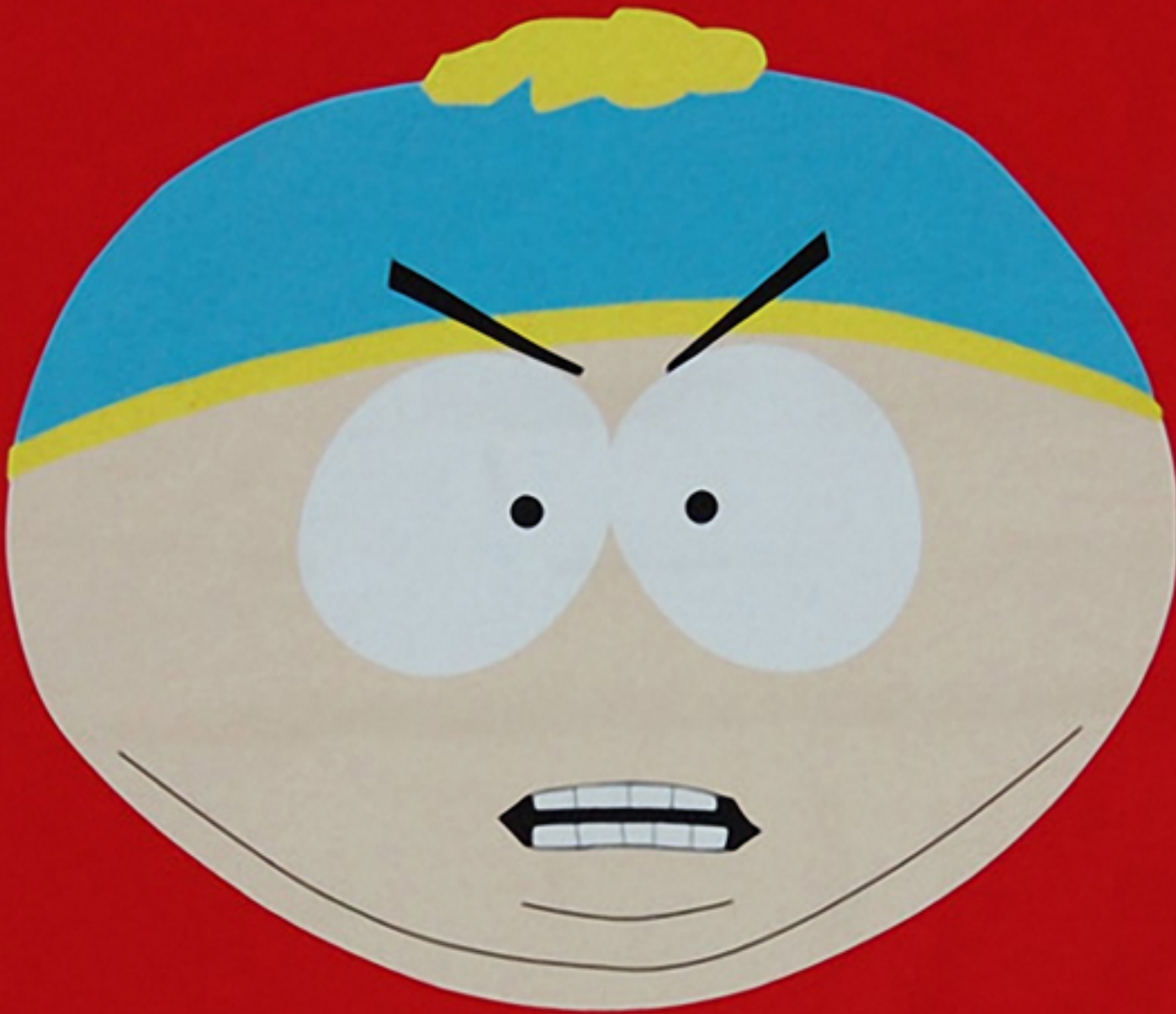
# noHR Hiring - Agencies

Let's talk about recruiters...



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## noHR Hiring - Community hiring

If only there was a better way..



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# noHR Hiring - Community hiring

## Use Community Resources



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# noHR Hiring - Community hiring



StackExchange 



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# noHR Hiring - Community hiring

## Conferences & Meetups



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# noHR Hiring - Case Study



**RecWorks**



[www.recworks.co.uk](http://www.recworks.co.uk)



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# noHR Hiring - Community hiring

Remember Biz is Biz



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# noHR Hiring - Finally



It is extra work

But it's worth it!



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**Thanks!**



**Kim Ross (@kimbertles)**

**Martijn Verburg (@karianna)**