

How to Hire Developers

In today's tech-driven business world, having a great developer on your team can really give you an edge. Start by reaching out to developers you know and people in your network who have experience hiring developers. Once you have an idea...

Part 1 of 3:

Getting Hiring Advice

1.



Reach out to friends who are developers. If you know a successful developer, they can be a great resource for helping you figure out what to look for in a potential hire. Contact some developers in your network, and ask if they can provide any insight or advice about what to look for in a good developer.^[1]

2.



Talk to colleagues who have hired good developers. If you know someone in your field who recently hired a developer, have a chat with them about their hiring process.^[2] Ask them a few key questions, such as:

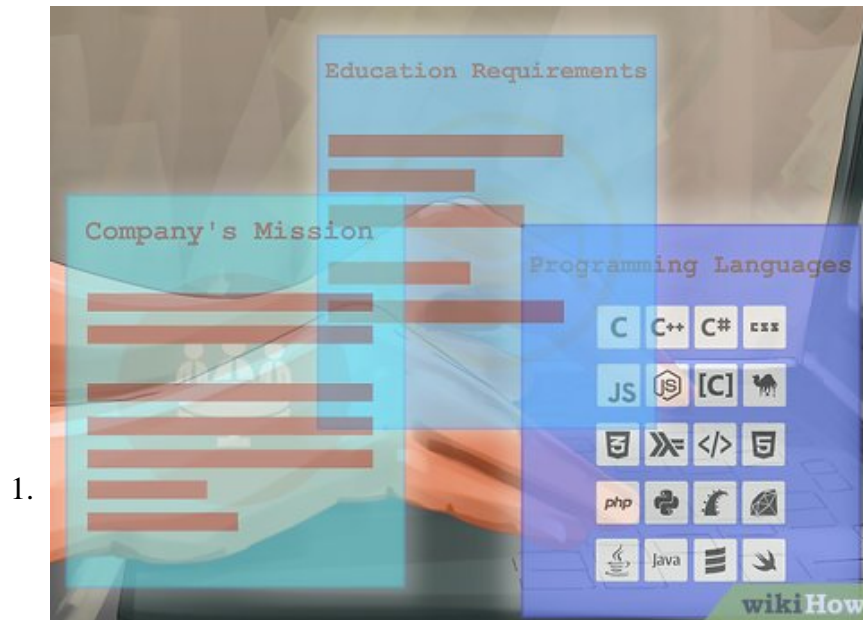
1. 'What are the most important qualities you look for in a developer?'
2. 'What are some common pitfalls to look out for when hiring a developer?'
3. 'Where and how did you find your best developer(s)?'
4. 'What sorts of questions do you ask when interviewing a developer?'

3.



Ask someone tech savvy to help you evaluate potential hires. If you aren't a coder yourself, you will probably need some help spotting the ideal candidate. If you know any developers, ask them to be a part of your interview process. They can help you come up with key technical questions and evaluate your potential hire's performance on test projects.^[3]

Advertising Your Position



Write a compelling job description. Your job description should be specific and straightforward. Let potential candidates know exactly what kinds of skills and experience you are looking for, and what sort of work would be involved in the job.^[4] Include information such as:

1. Your company's mission and area of specialization.
2. Minimum education requirements for the job (e.g., BS in Computer Science or a related field).
3. Any professional certifications or training you are looking for.
4. What kinds of programming languages your candidate should know.
5. How many years of work experience they should have.
6. What types of work you expect them to do (e.g. writing new code, troubleshooting software, overseeing other developers).

2.



Ask people in your network to recommend candidates. One of the best ways to find good developers is by tapping into your professional network. Talk to friends and colleagues in your field, and let them know you are looking to hire someone. Give them specific details about the job, and ask them to recommend anyone they think would be a good fit.^[5]

3.



Post to appropriate job sites. In addition to utilizing general job sites like Indeed, LinkedIn, or Monster, make sure your job is posted on industry-specific job boards. Popular sites for posting developer jobs include Stack Overflow Jobs, Dice, Crunchboard, and Github.^[6]

1. Most industry-specific job boards charge a fee for posting a job ad. These fees are variable, and will depend in part on factors such as how long you want the ad to stay posted and how prominently you would like it to be featured in search results.
2. Some general job boards, such as Indeed and Glassdoor, will allow you to post ads for free, with the option of premium upgrades for a fee.

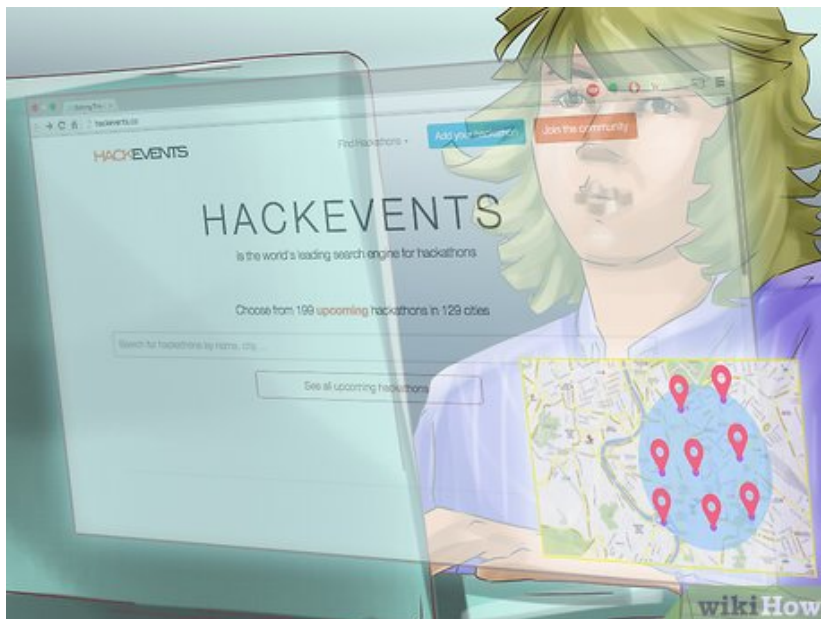
4.



Work with a recruiter if you need extra help attracting candidates. If you're not getting a lot of responses to your job posting, consider signing up with a reputable recruiter.^[7] Look for a recruiting company that specializes in software development talent. They can not only help put you in touch with the talent you're looking for, but may also be able to offer advice on how to pitch your position and conduct an effective interview.

1. If you are considering this option, keep in mind that using a recruiter can be quite costly for employers. Most recruiters charge a fee of 15%-25% of the successful candidate's first year's earnings.^[8]

5.



Attend a hackathon. Hackathons are a popular type of event for software developers. They provide an outlet for programmers to show off their skills, network, and meet potential employers. Hackathons can take the form of physical gatherings or virtual meetups that take place entirely online. They generally involve programming contests, and may be centered around solving a particular problem or giving

developers from underrepresented groups a chance to shine.^[9]

1. Do an internet search for upcoming hackathons, or try a website like hackevents.co to find hackathons near you.



Try an industry-targeted job fair. Although they are becoming less popular among the current generation of developers, traditional job fairs are still an option.^[10] Do an internet search for upcoming software developer career fairs in your area, or use a website like targetedjobfairs.com to find and register for hiring events.

1. Many career fairs offer promotional packages to employers to help them attract and connect with candidates.
2. Before going into a career fair, decide whether you are planning to accept resumes or pre-screen potential candidates for interviews. If you do make any promising connections, make sure to follow up with them.^[11]

Part 3 of 3:

Conducting an Effective Interview

1.



Ask insightful questions. To get the most out of your interview, you need to ask questions that allow you to effectively evaluate your candidate. Your questions should not only focus on the candidate's skills and experience, but also on their problem-solving abilities, professional priorities, and ability to commit to the job. You might ask questions like:^[12]

1. 'Tell me a little about your management style. How would you lead a team of developers?'
2. 'If you were presented with a type of task that you've never done before, how would you approach it?'
3. 'What steps would you take to make sure that this urgent task gets done on time?' Give them a specific example, preferably based on a scenario you are familiar with (e.g., fixing a particular coding issue or making sure a server upgrade goes smoothly).

2.



Incorporate a test project. In order to successfully judge your job candidate's abilities, it is essential to put their skills to the test. In addition to asking them technical questions in the interview, have them write

a little code or a simple program for you. Put a strict timeline on the project.^[13]

1. If you can, pay them for their time—even if you ultimately decide not to hire them. This way, your potential hire will not feel that they are being asked to do work for free. Some companies handle this by offering top candidates a 2-week development contract before making a final decision.^[14]
2. If you need help evaluating the results of the test, ask a developer in your network or hire a consultant.

3.



Look for a developer who fits your company's culture. Skills and experience are important, but they are not the only considerations to keep in mind when hiring a developer. Look for someone you feel comfortable working with and whose personality is a good fit for your team.^[15]

4.



Get the rest of your team involved in the hiring process. If you have other employees who will be working directly with the developer, get their feedback on your favorite candidates. If possible, involve other employees in the interview process. They may see red flags you missed, or have insights based on

their own professional experience.^[16]

5.



Take your time. Don't rush to hire the first developer who comes along with an impressive resume. In order to get the best person for the job, take the time you need to evaluate their skills, consult with other members of your team, and weigh your options before you make a final decision.^[17]

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