

Technical Recruiters: Choosing One that is Worth Your Time





Ari Waller

- Meetup Community Manager
- 23 years in Information Technology Recruiting
- Python Newbie
- Father of many!

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<https://bit.ly/OPUGNintendo>

- Tonights Slides
- Video for tonight's talk
- Talking Point Sources
- Raffle



ENTER MONTHLY DRAWING
FOR 1 OF 3 NINTENDO
SWITCH LITES



LEAP₂
LEAD

How's the Job Market (Before Covid-19) ?

- Unemployment 3.5% (Feb 2020)
- IT Unemployment 1.3% (May 2019)





Software Developer Overview

Overall Score 8.3 / 10

#1 in 100 Best Jobs | **#1 in Best STEM Jobs** | **#1 in Best Technology Jobs**

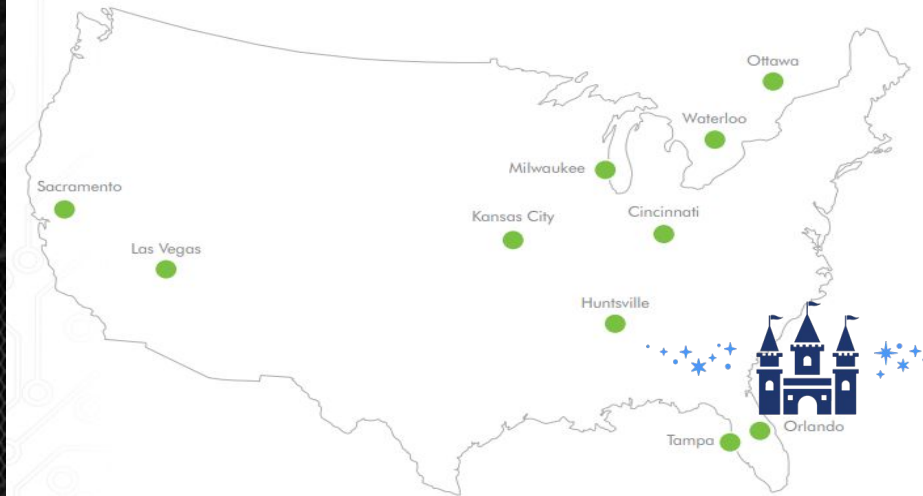


2019 TECH-30

MEASURING TECH INDUSTRY IMPACT ON
NORTH AMERICAN OFFICE MARKETS

CBRE

FIGURE 13
THE NEXT 10 TECH MARKETS TO WATCH



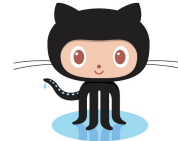
Market	High-Tech Services Employment	High-Tech Employment Clustering*	Avg Asking Office Rent (Q2 2019)	Market	High-Tech Services Employment	High-Tech Employment Clustering*	Avg Asking Office Rent (Q2 2019)
Ottawa**	33,600	24.7%	\$32.87	Tampa	30,824	8.8%	\$23.20
Waterloo**	14,000	23.3%	\$22.38	Orlando	26,747	8.8%	\$23.78
Huntsville	10,389	16.9%	N/A	Sacramento	13,673	6.8%	\$23.76
Kansas City	35,954	13.2%	\$20.15	Milwaukee	11,706	6.3%	\$18.93
Cincinnati	21,853	12.7%	\$19.32	Las Vegas	12,315	6.0%	\$25.92

*High-Tech Services employment as a % of office-using employment.

** Waterloo and Ottawa rents represented in US.

Source: U.S. Bureau of Labor Statics, Statistics Canada, CBRE Research, Q2 2019.

How Does Python Rank?



- **3rd** most popular language on the **Tiobe Index**
- **1st** ranked language on **PYPL** (Tutorial Searches)
- **2nd** most loved programming language on **Stackoverflow**
- **2nd** most popular language for **Github Repositories**

<https://towardsdatascience.com/top-10-in-demand-programming-languages-to-learn-in-2020-4462eb7d8d3e>

So what does this mean for



Technical Recruiters are looking for you



Post if you dare!

indeed

craigslist

simplyhired.

ebay
classifieds

Jobs2Careers
JOB SEARCH ENGINE

monster

LinkedIn

facebook

twitter

bright

Just Jobs
all jobs with one search

juju
job search engine

TipTopJob.com

careerbliss

MyNewJobSearch

OLX

oodle
marketplace

careerJET.com

jobinventory
Your Next Job Is Here

DiversityJobs
Diversity at work

TopUSAJobs.com

glassdoor

jooble

Yakaz

CareerVitals

AfterCollege

careerbuilder.com

Dice

The Ladders



2 Types of Technical Recruiters

Corporate Recruiters:

- Works directly for a hiring company
- Typically in HR or Talent Acquisition
- Salaried employee with possible bonus

Agency Recruiters:

- Works for a staffing agency
- Typically salary + commission
- Sometimes can be 100% commission

Technical Recruiting Agencies

Potential Drawbacks

- “My network in the Python community has always been the most valuable resource”
- Too many recruiters calling me about the same jobs
- Potential double submissions of my resume
- “All they care about are my skills”
- “They don't get what I do”



Technical Recruiting Agency Benefits

- Direct relationships managers – especially for contract roles
- Sometimes exclusive job opportunities
- If you are a match for the job, they are motivated to get you the offer
- Many have a good understanding of the local market, and some focus on specific skill sets
- Confidentiality and partnership





On Selecting the Best Recruiters to Work

1. Python Colleague Referral



2. Screen Emails / Voicemail



3. Interview the Technical Recruiter



- **“How many Python engineers have you placed in the last two years?”**
- **“How many placements have you made with the company you called me about?”**
- **“Does your company have a relationship to the hiring manager?”**
- **“You said in your message this was a good job for my career, explain why please.”**
- **“What can you tell me about the Software Engineering market in Orlando?”**

4. LinkedIn Recommendations

LinkedIn RECOMMENDATIONS



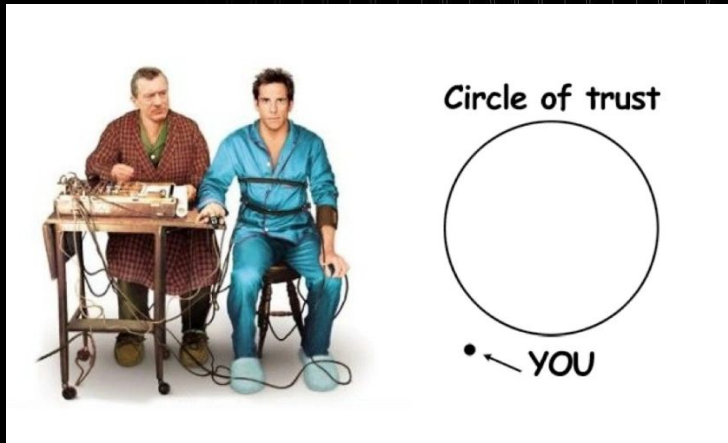
Michael Forrester

Senior Technical Trainer |
DevOps Leader/Advocate |
Cloud Architect |
Infrastructure Engineer

February 10, 2010, Michael
worked with Ari but at different
companies

Ari was always a pleasure to work with. As a talent coordinator for Thompson, he always sought to understand my talents and direction so that he could present me to the most appropriate accounts from his client base. Of all the recruiting contacts that I have worked for, I have had the most success whenever Ari is at the helm. I have spent over two years working with Ari on contracts and I wouldn't hesitate to do so again. [See less](#)

5. Break the Ice and Trust



Q & A

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LEAP
LEAD