TRANSPARENT RECRUITING

4.3M

US workers left their jobs in August, 2021

20M

US workers left their jobs from April–August, 2021

54%

US Gen Z workers considering new jobs

41%

Global workers considering leaving their jobs

Human Resource Management

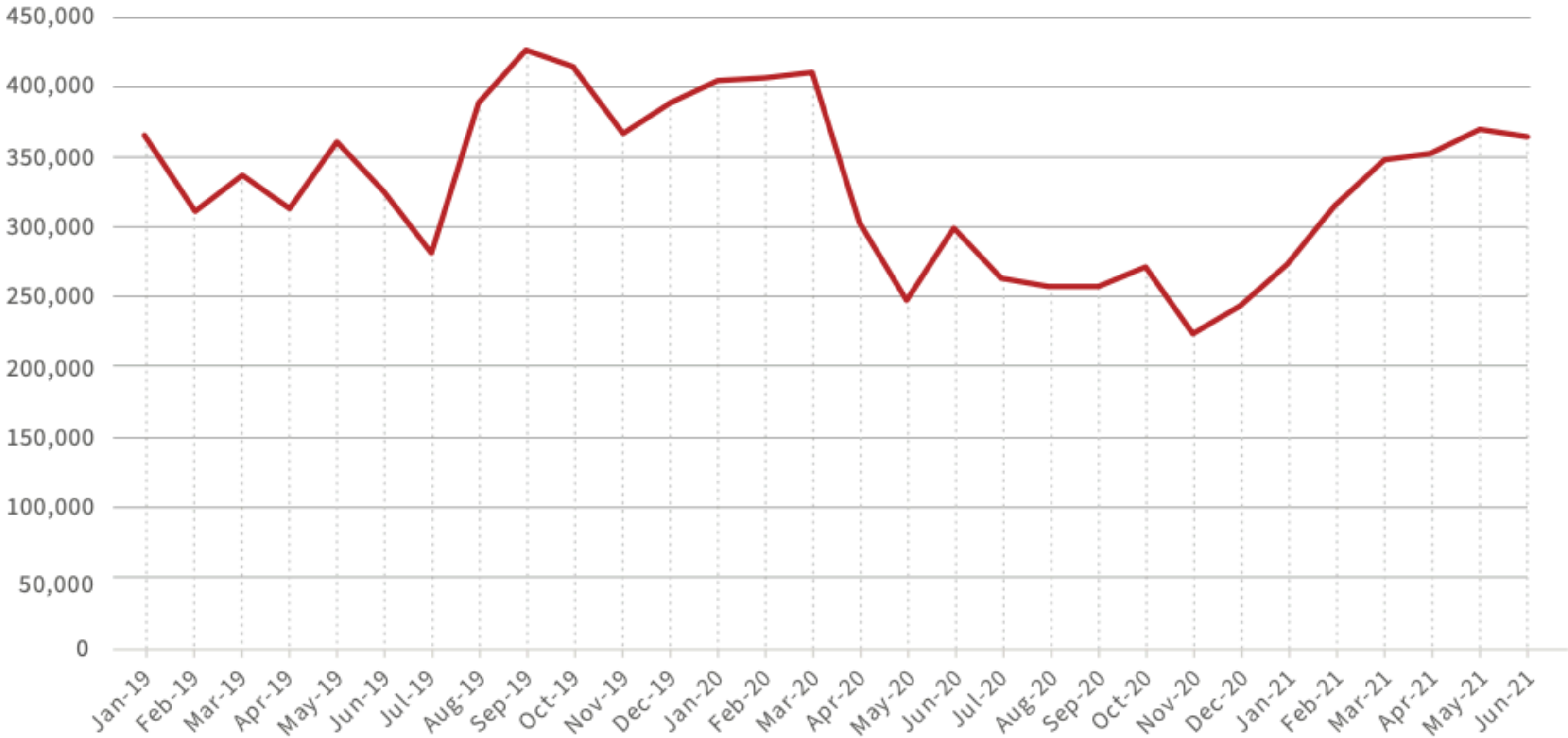# Who Is Driving the Great Resignation?

by Ian Cook

September 15, 2021

Nick Dolding/Getty Images

U.S. MONTHLY TECH JOB POSTINGS – JANUARY 2019–JUNE 2021

TECH JOB POSTING COMPARISONS

Q2 2021 vs. Q1 2021
▲ 16%

Q2 2021 vs. Q2 2020
▲ 29%

Q2 2021 vs. Q2 2019
▲ 9%

Source

Los Angeles Times

BUSINESS

Employers bow to tech workers in hottest job market since the dot-com era

Tech jobs are booming, and hybrid working sees more women join the industry

More than 58,000 new tech jobs were created in the UK between July and September this year, with women landing the majority of those new roles.

Tech jobs are booming. Remote working is now a top demand for job hunters

Unemployment plunges as post-Delta economic recovery sees jobs boom

UK tech boom sees one in eight job opportunities in digital sector

NEWS › LONDON

Job vacancies double in London as tech boom continues

Technology spending reaches record levels, fuelling jobs boom

African tech start-up funding skyrockets, with fintech a big winner

Tech start-ups in Africa raised just over US$2 billion in funding in 2021, more than 200% over 2020's funding, according to Disrupt Africa. We unpack where the money came from and how it was distributed.

Fact*

High-growth companies will hire more people in **the next 2 years** than they did in **the past 10**

* Okay, this isn't actually a fact… many will hire *even more*.

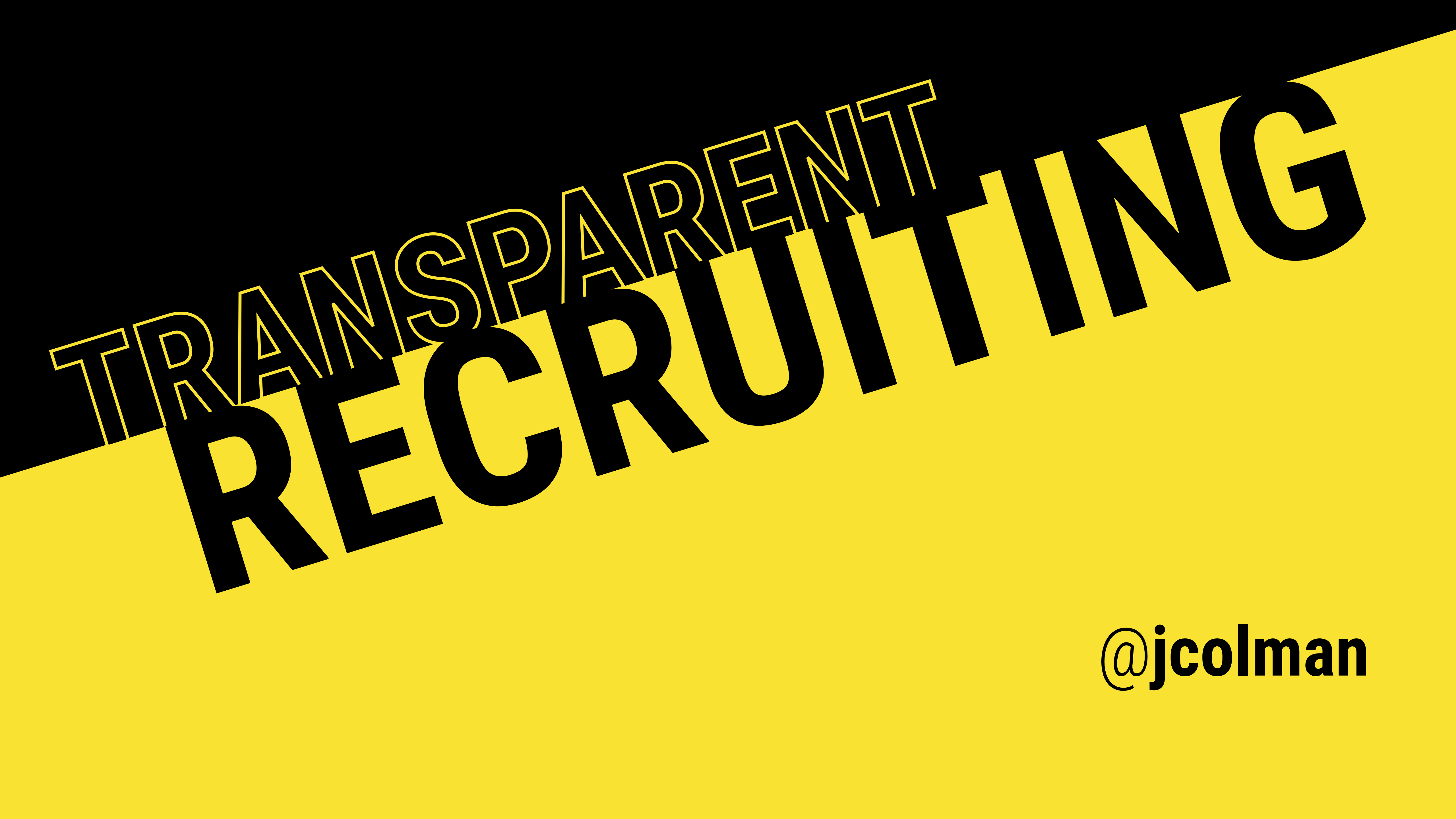*How will you hire them?*
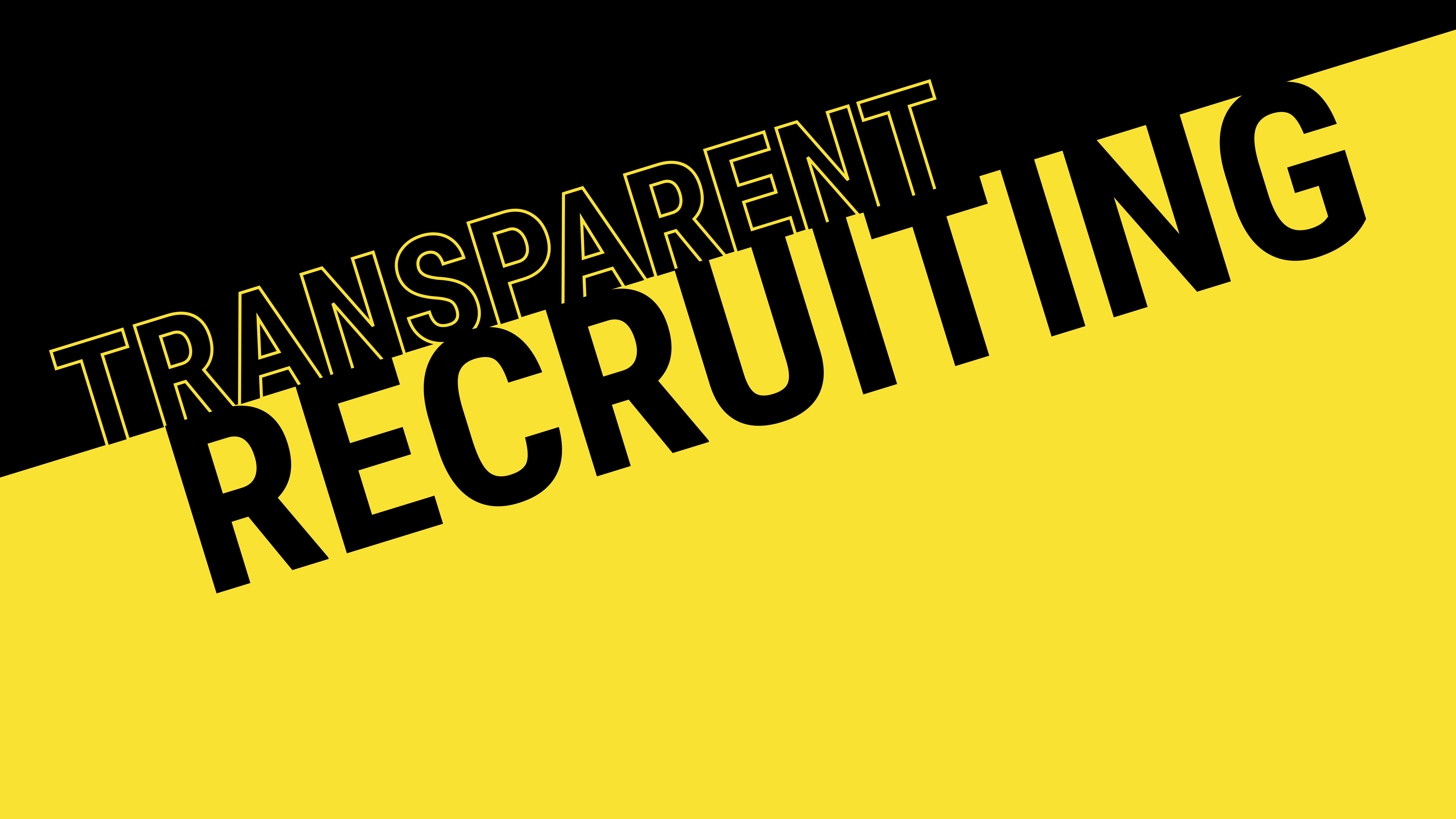
TRANSPARENT RECRUITING

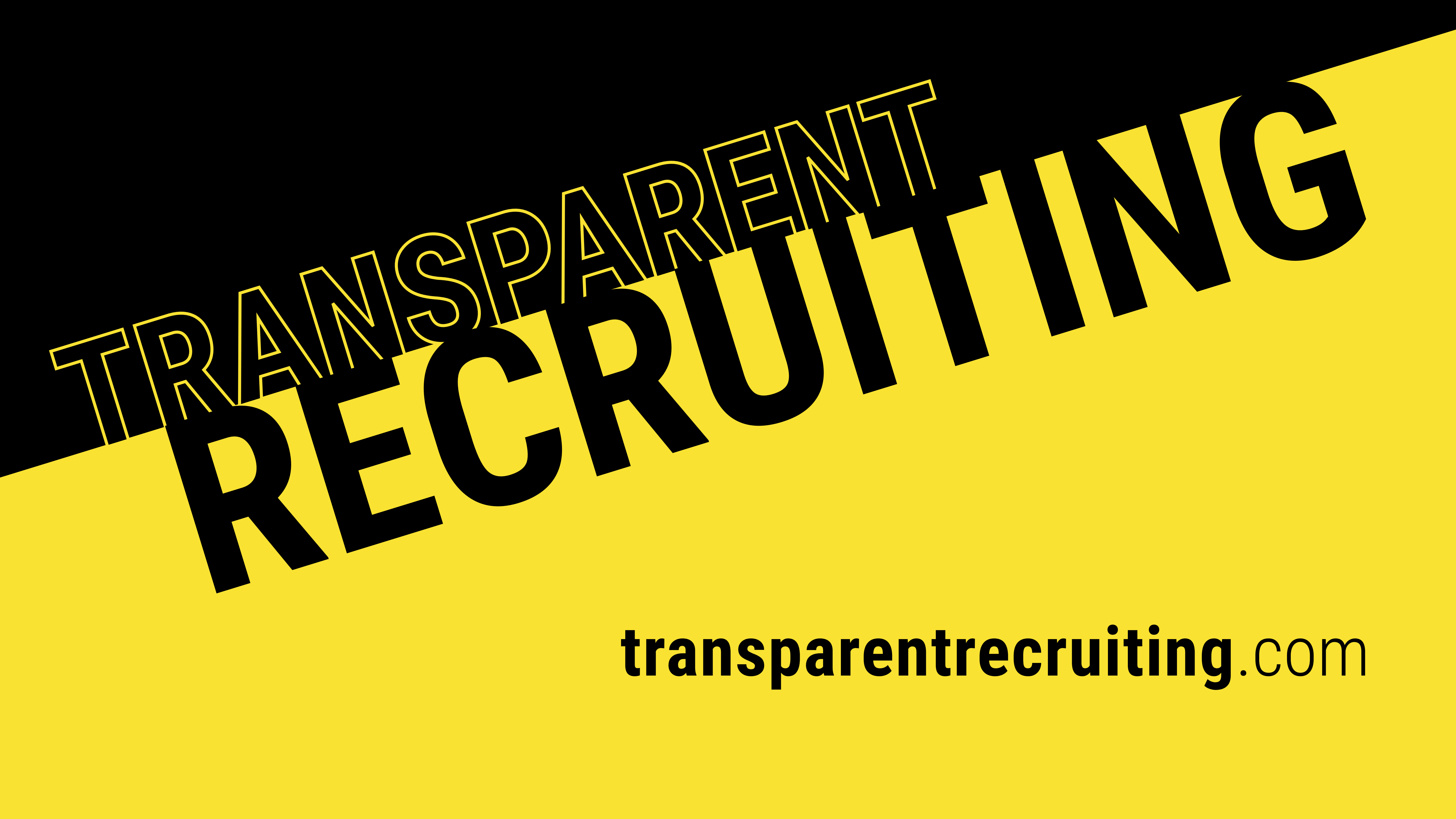# TRANSPARENT RECRUITING

Jonathon Colman
Senior Design Manager, HubSpot

TRANSPARENT RECRUITING

@jcolman

TRANSPARENT
RECRUITING

transparentrecruiting.com

People perform their best when they know what's expected

Recruiting is a competency

Recruiting is a
missing competency

"Isn't this a job for Recruiting?"

"I came here to design & build!"

"No one taught me how to do this!"

Recruiting is a

missing competency

"There's no time to do all of this!"

"Can't I just e-mail a bunch of people?"

HEY BAE INTERN! <3

Hi! I am Kim, a Microsoft University Recruiter. My crew is coming down from our HQ in Seattle to hang with you and the crowd of bay area interns at Internapalooza on 7/11.

BUT MORE IMPORTANTLY, we're throwing an exclusive after party the night of the event at our San Francisco office and you're invited! There will be hella noms, lots of dranks, the best beats and just like last year, we're breaking out the Yammer beer pong tables!

HELL YES TO GETTING LIT ON A MONDAY NIGHT.

Recruiting is too important
to be left to recruiters

"

The single most impactful thing a hiring manager can do is **protect their time for recruiting and hiring.**

Peter Merholz

There aren't enough designers, so…

I have to do the work myself, so…
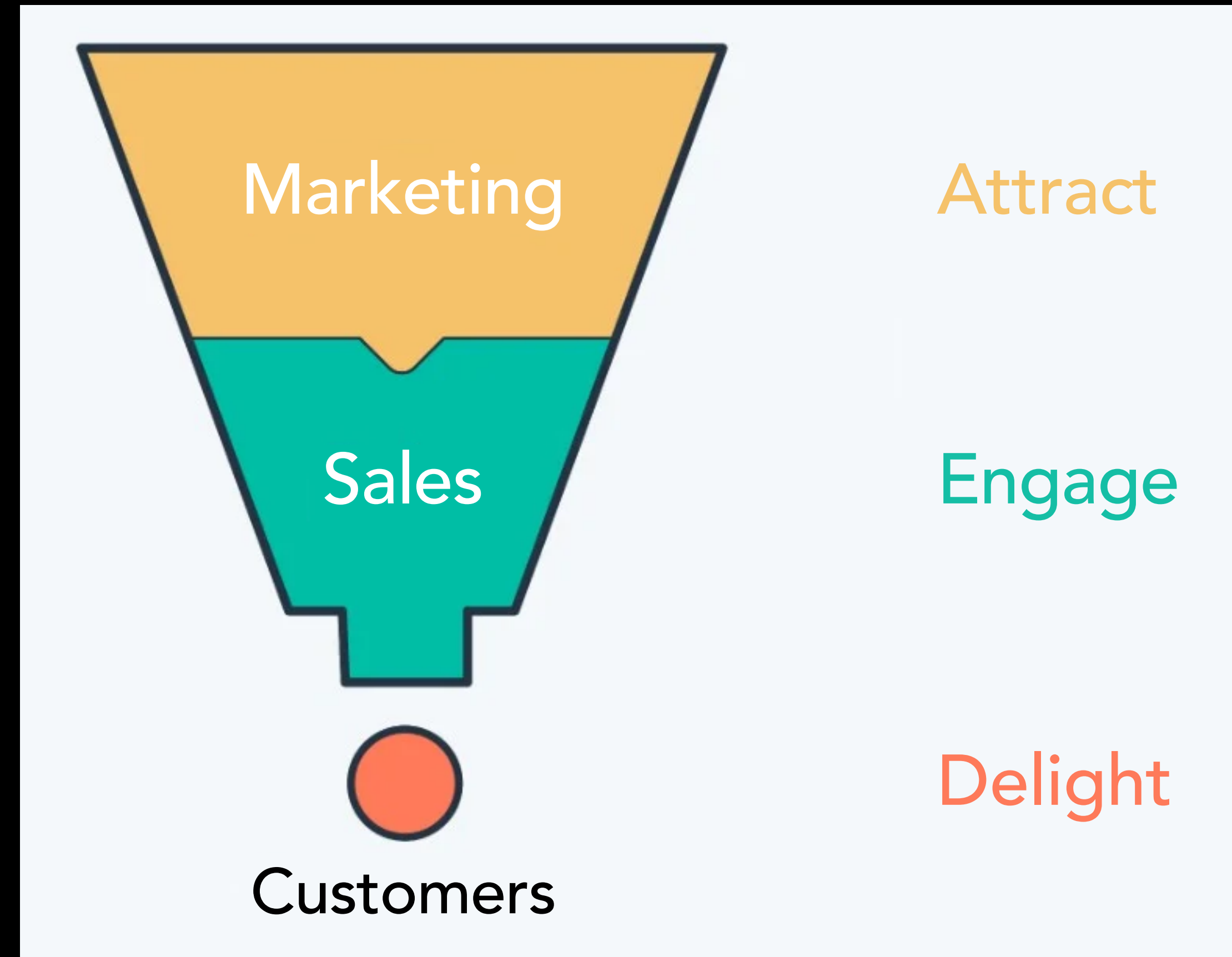
I don't have time to find designers, so…

Recruiting

=
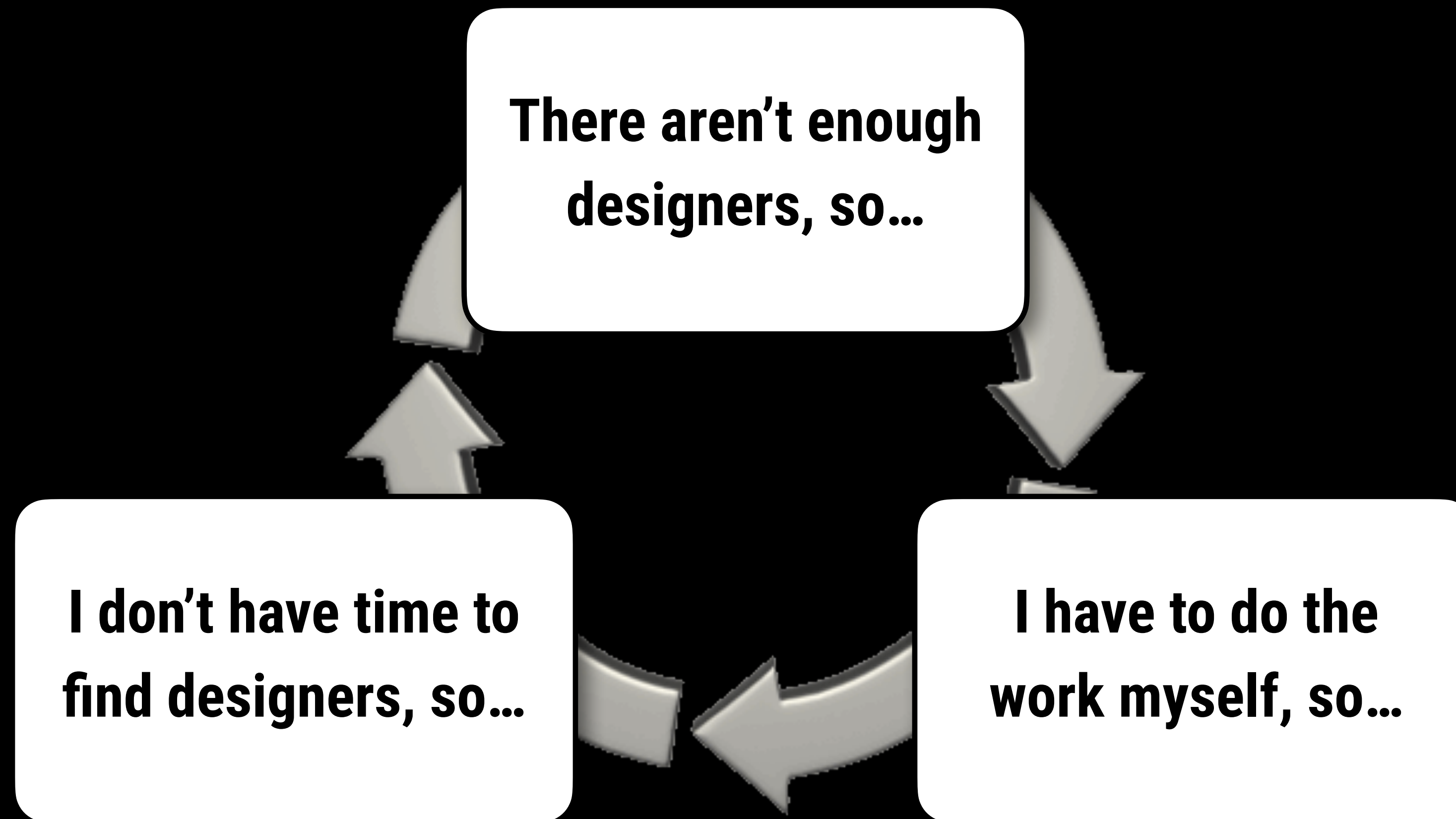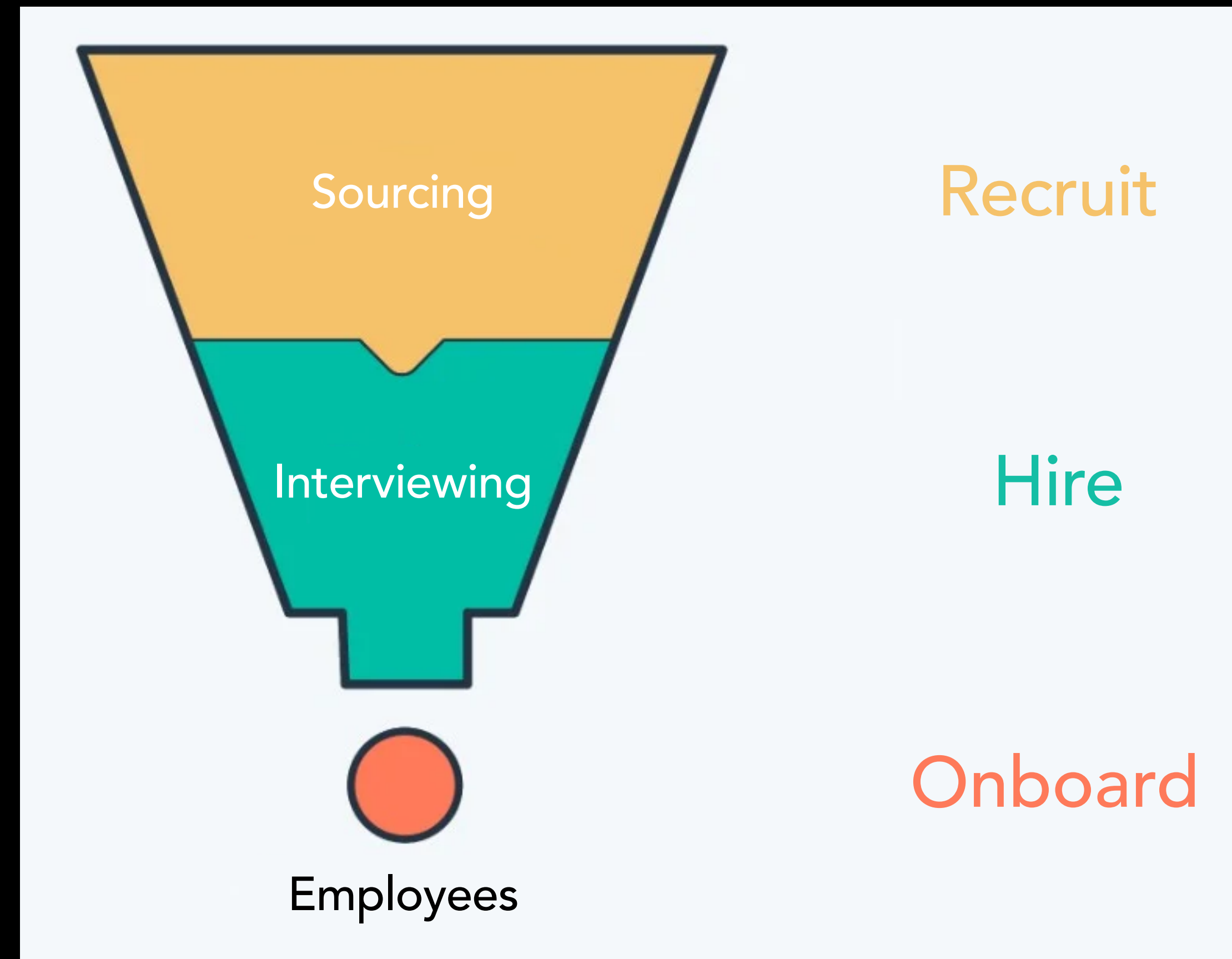
Marketing?

Recruiting
≠
Marketing

Recruiting

=

Management

Recruiting as a **management practice**

1. Set candidates up for success, not failure

2. Make your expectations clear in advance

3. Coach with feedback to improve performance

"
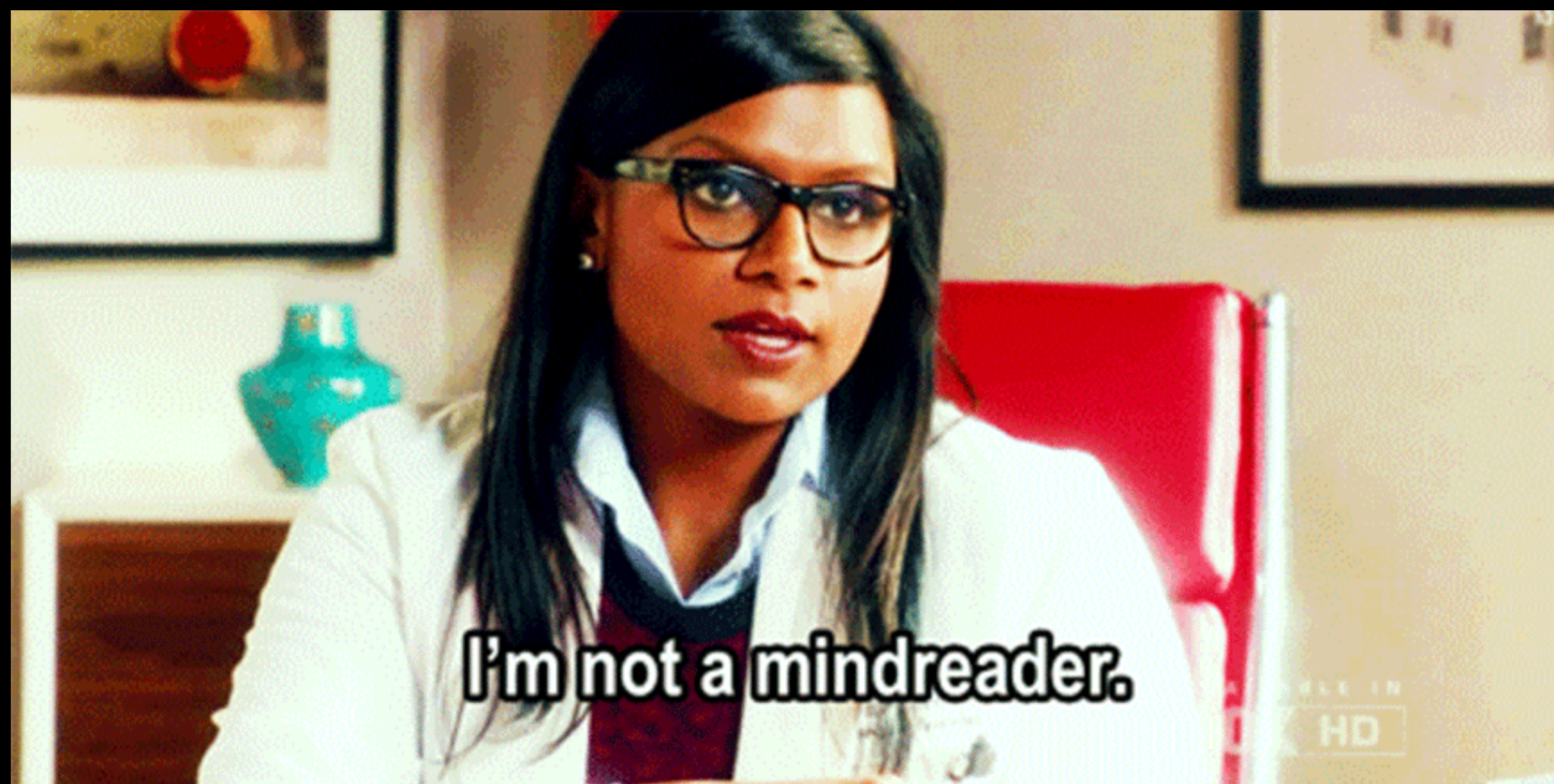
The interview is a concerted effort between a candidate and a hiring team. **It's not a test for interviewees—it's a fair, two-way evaluation process.**

Helena Seo

People perform their best when they know what's expected

"

If you don't think designing a great candidate experience is UX design, you are sadly mistaken. **And you're losing great candidates.**

Jared Spool

About the job

Hola / Cześć / Ciao:

Here's your seat at the table, dear Content Designer. As a company we know that your skills go beyond words, and it will always be your voice that we will value the most. We want you to speak for our users, ensure that everything we do is for their good and help us make the healthcare experience more humane.

candi Today at 7:26 PM

🐝 *Jobs, jobs, jobs!*

I'm hiring at Bumble for:

- Content Designers
- Senior Content Designers
- Content Design Managers

UK or Spain based, remote first with offices in Barcelona or London.

Perks include:

- unlimited holiday (and not the speech marks type)
- extra two shutdown weeks
- extended caregiver leave
- genuinely generous training allowance + 2 conferences of your choice
- not having to work across 20 different projects
- a boss who'll be your biggest hype gal.

All the job ads are at team.bumble.com. Ping me a message with any questions you have. 🙂

@channel (edited)

🐝 3   👏 4   😊+

If you worked here this past six months here are some things you might have been involved in:

- Put your slideshow and presentation chops to good use by helping our Head of Product design and co-host our very first Digital Product 101 session for new hires
- Helped redesign our subscriber dashboard, working with our Design and Engineering counterparts, the Creative team, our external agency partners, and our broader customer experience team to roll (woop a pun!) it out
- Contributed to our quarterly planning session by aligning on our cross-functional priorities against our annual strategy, and keeping our OKRs looking slick
- Collaborated with our Head of Growth to revise our digital product dashboards and ensured everyone has visibility into how the site is performing

We are building an application for the insurance industry. **Yep**, it's niche. If you were to smash Google Docs and Google Sheets together, with tens of thousands of formulas tying all of it together and the ability to export standardized PDF reports - you'd roughly have our application. (We wrote _a short article_ about this approach last year, for a slightly deeper dive into this, if you are interested)

The great news is, our competitors are slumbering and we are able to gobble up their picnic. But it's come at a cost, our fast moving first years have been a boon for the business, but have left a mess in our code and infrastructure. The challenge is continuing to iterate on the product feature set, while radically simplifying and streamlining our code and infrastructure.

Foundations

Color

Typography

Content

Accessibility

Accessibility at GitHub

Focus management

Guidelines

Headings

Semantic HTML

Tools

UI patterns

Button usage

Empty states

Feature onboarding

Messaging

Progressive disclosure

Components

Action list

Interface guidelines
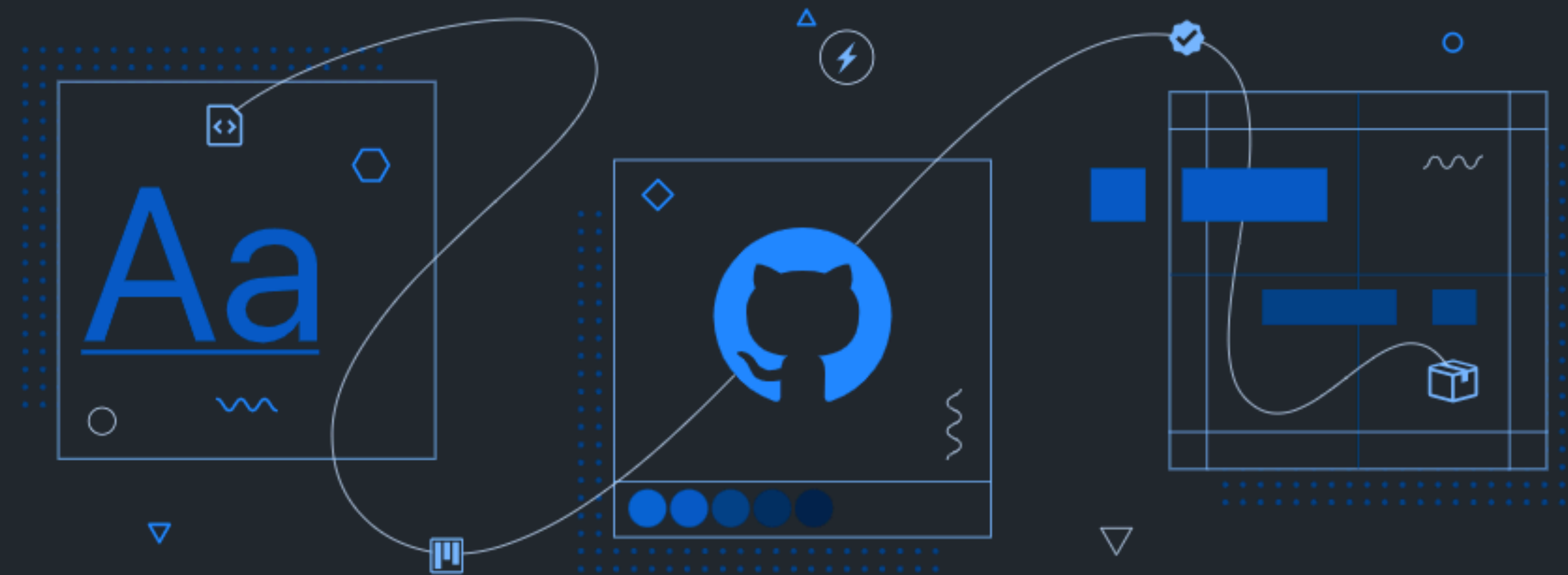
Primer's interface guidelines are a collection of principles, standards, and usage guidelines for designing GitHub interfaces.

Foundations

The fundamental parts of the design system, such as color and typography, that underpin all GitHub interfaces.

Accessibility

Standards, guidelines, and tools to design accessible GitHub interfaces.

Source

What is this team like, and how does it work?

What's it like being a designer at Mixpanel?
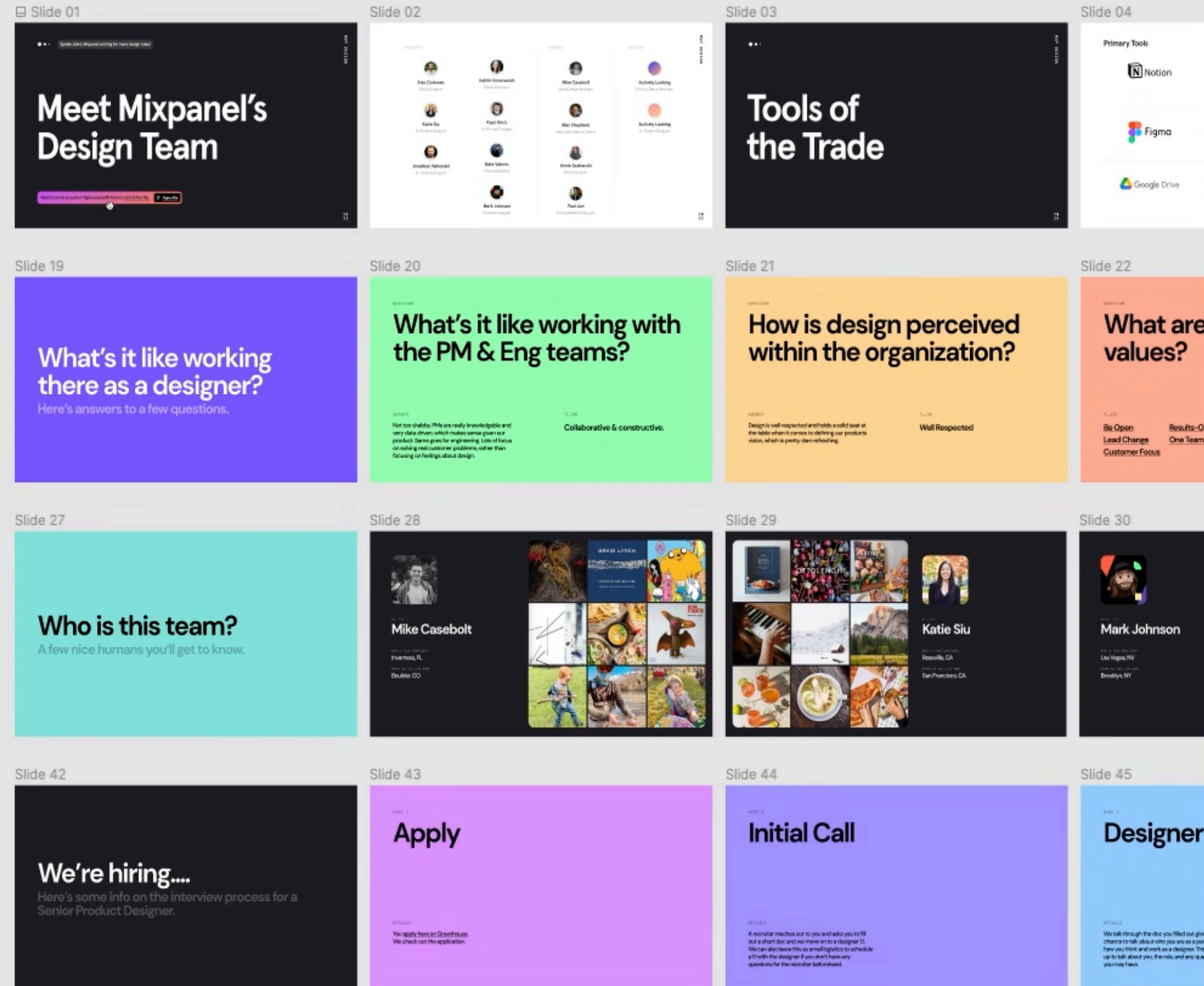
Who is on this team?

What's the interview process like?

Slide 01 — Meet Mixpanel's Design Team

Slide 02 — (team member profiles)

Slide 03 — Tools of the Trade

Slide 04 — Primary Tools: Notion, Figma, Google Drive

Slide 19 — What's it like working there as a designer? Here's answers to a few questions.

Slide 20 — What's it like working with the PM & Eng teams? Collaborative & constructive.

Slide 21 — How is design perceived within the organization? Well Respected

Slide 22 — What are values? Be Open, Lead Change, Customer Focus, Results-O..., One Team

Slide 27 — Who is this team? A few nice humans you'll get to know.

Slide 28 — Mike Casebolt

Slide 29 — Katie Siu

Slide 30 — Mark Johnson

Slide 42 — We're hiring.... Here's some info on the interview process for a Senior Product Designer.

Slide 43 — Apply

Slide 44 — Initial Call

Slide 45 — Designer

Candidate Resource Hub

← Back to home

INTERVIEWING

⌄ **Interviewing**

Recruitment Fraud Alert

How to nail your engineering interview

How to nail your product interview

• **How to nail your design interview**

Virtual hiring and interviewing

❯ Culture

❯ Career growth

❯ Perks and benefits

Awards

Videos

How to nail your design interview: What to expect and what we look for

Learn what it's like to interview for a design role at Atlassian.

Many design candidates encounter interview processes that are stressful by design, with candidates purposefully tested to see how they perform under pressure. But when a candidate is stressed, it's hard to understand what they can actually do and whether they'd add value to the team. On Atlassian's Design team, and across the company, we work hard to make sure that every candidate is set up for success. We want candidates to feel that they can bring their most authentic selves into the process, because we know that means showcasing their best work.

What we look for when we hire designers at Intercom

JONATHON COLMAN
Former Senior Design Manager, Intercom
@jcolman

Main illustration: Daniel Fishel

We know it's hard to apply and interview for a new job. So if you're considering a design job at Intercom, we won't make it harder by forcing you to read our minds or guess about what we value. Instead, we'll tell you exactly what we look for – and why it matters to us.

Product designer job levels at Intercom

> ## Overall, designers at Intercom create solutions that drive customer satisfaction and strategic outcomes

How to make progress in your career at Intercom

- **Regularly review the competencies below** and talk with your manager about your performance. Seek out feedback from others and look for opportunities to challenge yourself to learn and grow.

- **Align on a growth plan with your manager,** focusing on what your specific steps and expected timeline are for getting to the next milestone.

- **How to advance:** For an "Exceeds" rating, we look for consistent performance at the level above yours for an entire half. Generally speaking, earning multiple "Exceeds" means you're ready for promotion.

- **This isn't a checklist!** *You don't need to perform at the next level in every competency to be promoted.* We greatly value designers with different shapes and skill sets.

Related resources

- See related job levels for group product design managers (GDMs) and product managers (PMs) at Intercom

- How to have impact as a designer: How designers make impact at Intercom

- Our product and design principles, which these job levels are based on

- How we interview and hire designers based on these job levels

- Intercom.design, our team site with more resources and open design jobs

Join an Open Design Critique with Facebook

One of the most reliable ways to strengthen our work as designers is by sharing it with others.

Extra eyes help us agree on the problems we're solving, ensure our proposed solutions are understood and challenge our hypotheses. Showing work early and often empowers us to resolve potential complications before they become unwieldy problems.

Jess Sand

May 13, 2020 · 8 min read · ▶ Listen

It's time we include salary in Content + UX job postings

Announcing a new policy for one of the largest content communities

TL;DR: In an effort to support pay equity in content strategy and adjacent fields, the Content + UX community is strengthening our job posting requirements as of today:

- Going forward, all job openings posted to Content + UX *must* include salary or project budget details (a range is fine).

- This applies to permanent, contract, freelance, full-time, and part-time positions.

- Unpaid internships will not be allowed (though volunteer roles, clearly marked, are fine).

People perform their best when they know what's expected

I HAVE A LOT OF QUESTIONS

Transparent recruiting strategy

"

It's a huge disservice to classify all minds as either closed or open. **I find the best minds are closed by openable windows.**

Criss Jami

Who are you looking for?

What motivates them? What do they love doing most? What are their ambitions?

Who are you looking for?

What motivates them? What do they love doing most? What are their ambitions?

What causes them pain?

What's frustrating them or causing them fear, anxiety, doubt, or trauma?
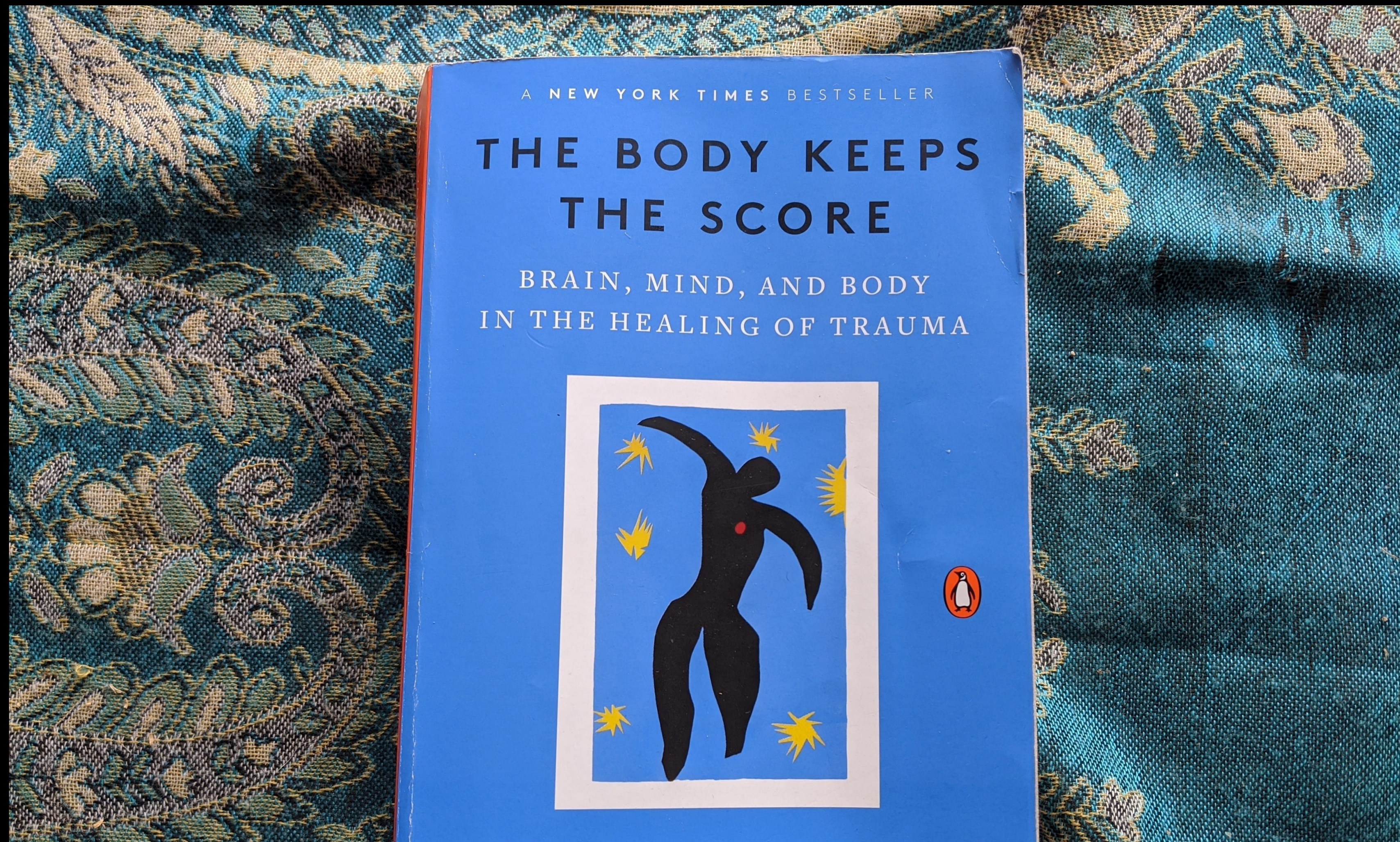
What causes them
pain?

IDEAS

The Corporate Playbooks Used to Combat Organizational Trauma (And Why They're Not Enough)

Design professionals report on organizational trauma—and the inadequate ways their orgs address It.

WORDS BY ALBA N. VILLAMIL, KAREN EISENHAUER, VIVIANNE CASTILLO | VISUALS BY THUMY PHAN

What causes them
pain?

What causes them
pain?

A TRAUMA-INFORMED APPROACH TO WORKFORCE

An Introductory Guide for Employers and Workforce Development Organizations

Who are you looking for?

What motivates them? What do they love doing most? What are their ambitions?

What causes them pain?

What's frustrating them or causing them fear, anxiety, doubt, or trauma?

What makes you different?

What differentiates you, your team, and your company from everyone else?

Who are you looking for?

What motivates them? What do they love doing most? What are their ambitions?

What causes them pain?

What's frustrating them or causing them fear, anxiety, doubt, or trauma?

What makes you different?

What differentiates you, your team, and your company from everyone else?

How can you make it easy?

What barriers might make people pause or not apply at all?

How can you
make it easy?

To get a sense of your thinking, we ask you questions. Every single person who applies to be a designer at Monzo answers these questions, and they're our first point of reference for your work. Asking everyone to answer the same questions also helps reduce bias, by making it easy to compare applicants more objectively. Before we look at your CV, your time in the industry, and your portfolio, we'll look at your answers.

What excites you about Monzo? *

What's the best-designed product you use? Why? *

How can you
make it easy?

Prompt:
You are working at EasyJet, an airline company in Europe. They primarily sell airline tickets but they see new opportunities emerging in the digital space around how people plan travel. They want you to focus your research on leisure travel.

How would you approach this project?

" By the time you're in this step of the hiring process, a good interviewer ought to know whether you have the hard skills.

Jamal Nichols

How can you
make it easy?

Redesign a page from the job portal you like (preferably a complex screen). Justify your selection and the changes/design you made. Document your design process on Notion. Record your screen while designing your High fidelity UI on the loom.

Design an ordering interface for an airport restaurant.

- Redesign a TV remote

Drive customers to sign up for the store credit card white waiting in the checkout line.

We want to encourage more of our customers to sign up for our credit card. Getting them to do it while they're standing in the checkout line seems like the best solution to us. Design the app for easy signup.

Meaghan Li
Feb 26, 2021 · 7 min read · ▶ Listen

The death of take-home design exercises

Hiring great designers is hard, so why make it harder?

Recruiters, hiring managers and design leaders: we all know that it's hard to hire great designers. One surefire way to scare off great designers is to give them take-home exercises! There's growing resistance against such exercises in the design community: in this article, I'll dive into their ethical and practical concerns before sharing some helpful alternatives.

How can you
make it easy?

isha
@ikasliwal

how might we as a design industry get rid of "design challenges" that you should "only spend 4 hours on" during the interview process?

8:48 PM · Jan 26, 2022 · Twitter Web App

35 Retweets   **22** Quote Tweets   **602** Likes

Show you understand

Acknowledge their fears, anxieties, and pain. Always center the candidate.

Show you understand

Acknowledge their fears, anxieties, and pain. Always center the candidate.

Default to open

Just tell people what you're looking for! Never make them guess.

Our transparent recruiting outputs

Show we
understand

Note

HubSpot content designers focus on user experience and product. They don't work on content marketing, blogging, social media, or documentation. If you're interested in a marketing position, please see our open roles.

Description

You might call yourself a UX writer, content strategist, information architect, or other titles. Regardless, you're welcome here and you'll have the opportunity to do meaningful product content design work that makes a difference to businesses around the world.

Show we
understand

One more thing you should know…

There's a lot of research showing how marginalized groups of people may not apply for jobs unless they meet 100% of the qualifications. We also know that content designers come from many backgrounds with different experiences that might not seem "standard"—and that's okay! We really value people who bring unique perspectives and add new knowledge to our team.

But you might not feel like you "check all the boxes" as you read this job post. That could be because of impostor syndrome or a confidence gap, especially if you've been marginalized or excluded in the past.

We get it. And we feel these things ourselves, too. But we hope you'll apply anyway because we'll take great care in working with you.

Default to
open

HubSpot | Product & Engineering Blog

Engineering   UX   Product   Culture

HubSpot

UX

What We Look for in Content Design Portfolios and Work Samples

Jonathon Colman on SEP 7, 2021

Source

Default to
open

We ask folks who apply to send us samples of their content design work. And we know it's intimidating to share your work, so it's only fair to be transparent about what we look for. You shouldn't have to read our minds to know what we value. There's no need to jump through hoops! Instead, I'll just share with you exactly what we love seeing in content design work.

We also don't care if your portfolio doesn't look like an expensive design agency produced it. We care about the substance and clarity of your content design work much more than the package it comes in. So it doesn't need to be fancy, animated, or interactive—it just needs to be clear.

Default to
open

If you don't already have a portfolio, a good way to get started is to get inspired by how others have approached showcasing their work. With that in mind, here's a range of content design portfolios we found that we really liked (each individual here gave permission for their work to be included) :

- Adina Cretu
- Clem Auyeung
- Heather McBride
- Leo Raymundo
- Riri Nagao
- Ryan Jales
- Sarah Sabner
- Shilpi Dewan

Default to
open

Whenever we look at content design work, we ask questions like these:

- What role did you play in identifying and understanding the problem?

- How did you lead or work with others to solve the problem?

- What was your process like for iterating on this work?

- How did you use research insights and data to inform your decisions?

- How did you diverge, converge, and iterate along the way?

- How did you consider the entire end-to-end experience, not just the writing?

- What constraints did you face and what tradeoffs did you make?

Prep guide for content design hiring manager interviews

Introduction 👋

We're excited to take the next step in your candidacy and get you scheduled for an interview with a UX Leader. To set yourself up for success, we recommend the following actions to prepare.

Show us one of your projects 🖥️

- **How to prep**: Please pick <u>one</u> specific product project from your past work that you think best represents your content design impact. Be prepared to have a ~15-minute conversation about your work. There's no need to create a new presentation—you can show us your work in whatever way works best for you.

- As you show us your work, we'll ask things like:
    - When did you get involved and what was your [design process](#)?
    - Who did you partner with? How did you influence them and earn their trust?
    - What problem were you solving and [how did you know it was a problem](#)?
    - How did you lead or work with others to [set goals](#) and [priorities](#) to solve the problem?
    - How did you use research insights and data to inform your content & UX decisions?
    - How did you [diverge, converge, and iterate](#) along the way?
    - How did you consider the entire end-to-end experience, not just the words on a screen?
    - What constraints did you face and what [tradeoffs](#) did you make?
    - Did you solve the problem? How do you know?
    - What did you learn from this project? What would you do differently next time?

Default to
open

Default to
open

Managing mental health and imposter syndrome

Q. "I often experience imposter syndrome and feel like I'm out of place within my team. Have you ever experienced imposter syndrome? How do you manage it?"

Catherine Carr

Sr Content Designer II @ HubSpot | Formerly Uber and Booking.com | Agony Aunt for Content Designers

"I saw this question in advance as we were going through the big list of questions for this session, and it really jumped out at me. Because, as I was going through that list, there was a little voice in my head going, 'Who are **you** Catherine, to be giving advice to other content designers?' That's imposter syndrome right there, you know.

That was like, crazy inspirational.

Our transparent recruiting outcomes

1,200+

Organic applications for our content design roles

200+

Interviews with amazing content designers

✨ **16** ✨

New content designers hired in 5 months

Hundreds

of long-term relationships
with brilliant content designers

Don't be an
adversary

Be a
manager
not a marketer

Show people you
understand

Make it

easy

Default to

open

Don't be an **adversary**

Be a **manager,** not a marketer

Show people you **understand**

Make it **easy**

Default to **open**

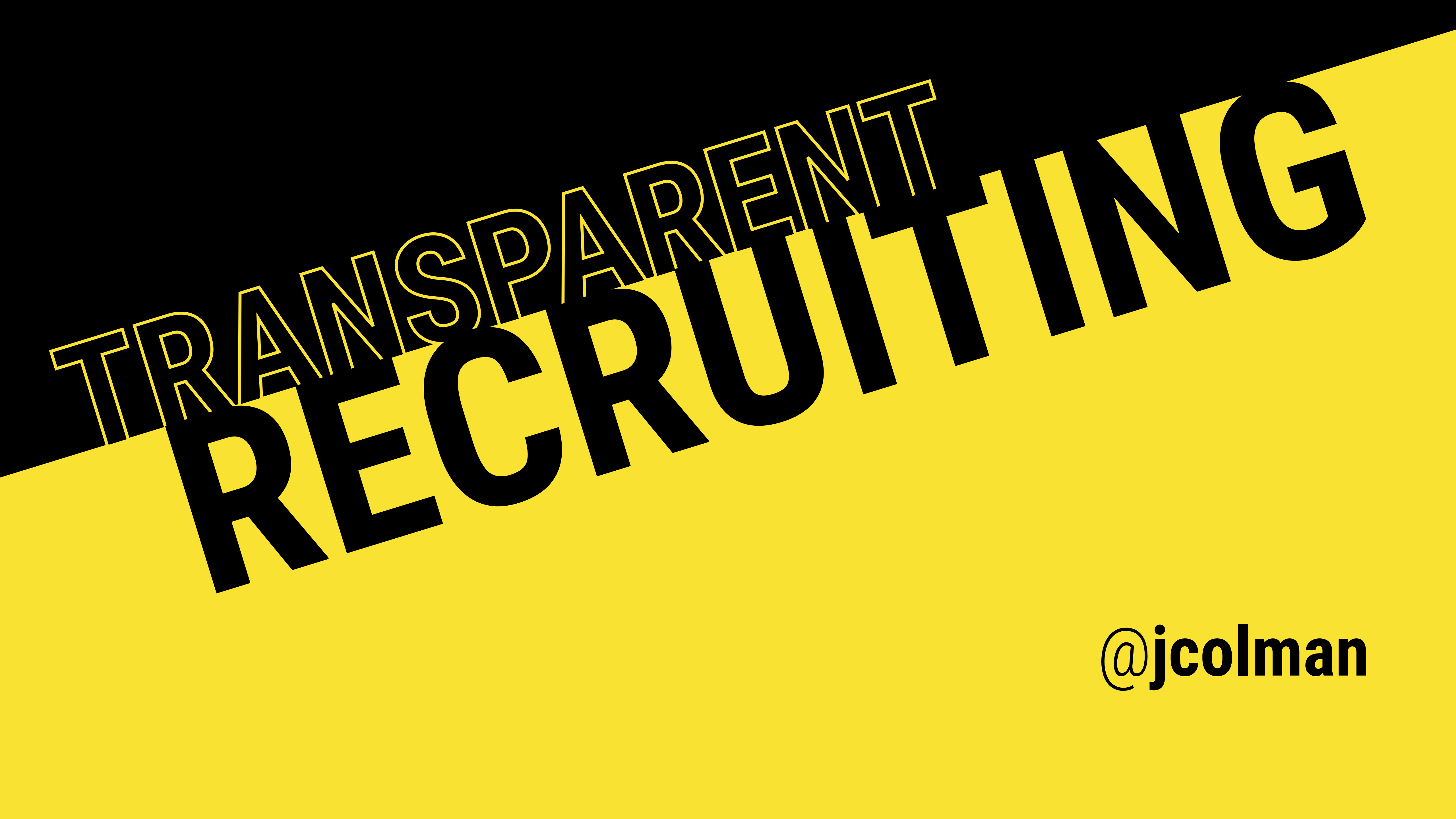# People perform their best when they know what's expected

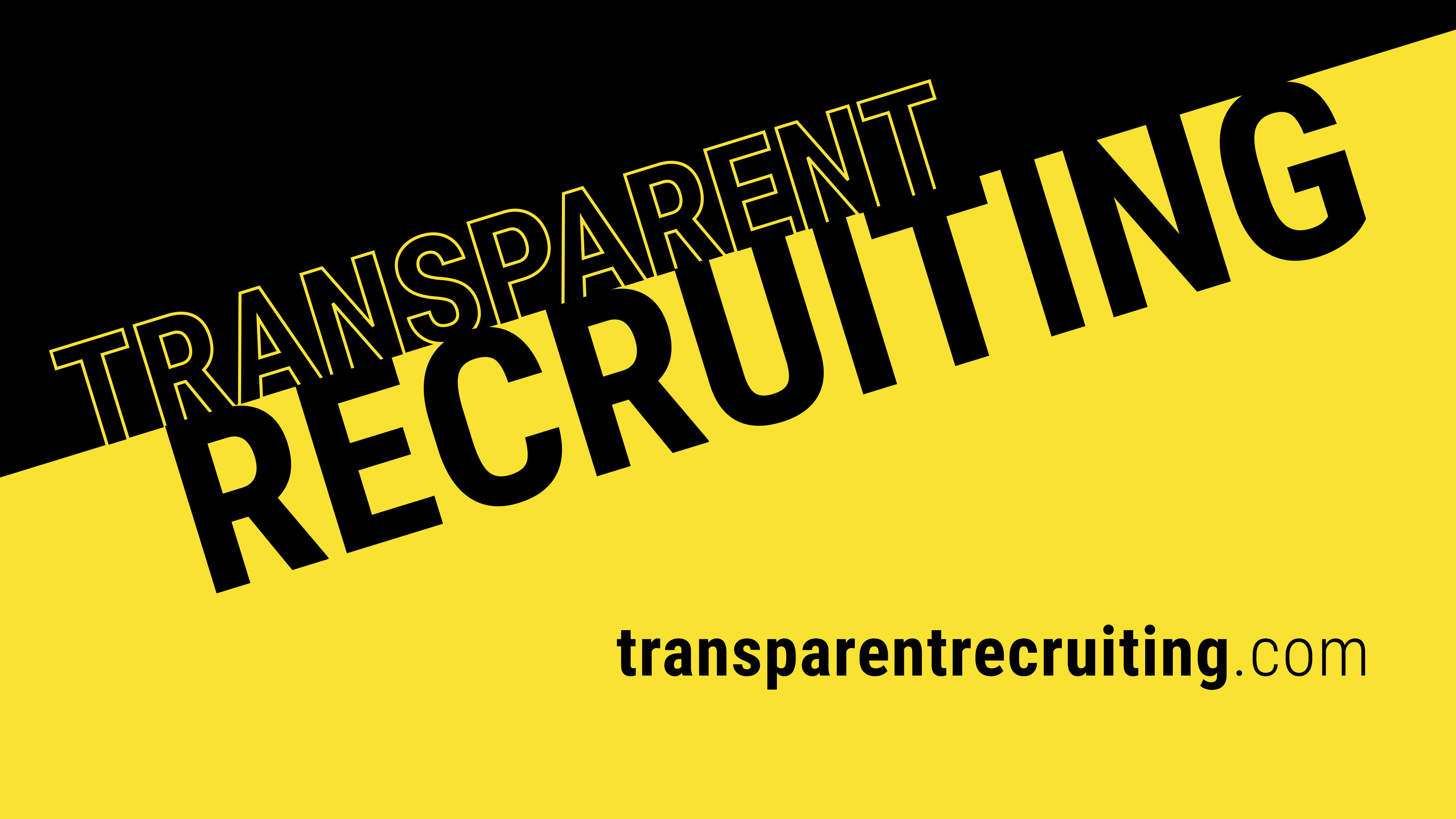TRANSPARENT RECRUITING

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@jcolman

TRANSPARENT RECRUITING

transparentrecruiting.com