

ELA CONF

NOW HIRING: BETTER JOB DESCRIPTIONS

with Caro Griffin

**2-3 YEARS EXPERIENCE
REQUIRED**

**“HOW AM I SUPPOSED TO GET
EXPERIENCE IF NO ONE
WILL GIVE ME ANY??”**

**THE WAY WE HIRE IS
BROKEN.**

RIGHT NOW OMG!!!

**IF WE DO WHAT WE'VE ALWAYS
DONE, WE'LL GET WHAT WE'VE
ALWAYS GOTTEN.**

WE'LL COVER:

- ✓ Why we should care
- ✓ How to write a job posting that invites diverse applicants
- ✓ How to improve the process when you're not a manager

MANAGERS OR TEAM LEADS?

INDIVIDUAL CONTRIBUTORS?

HOWDY!

I'm Caro, aka @carolinesyrup

- ✓ Recovering web developer
- ✓ Director of Operations at Skillcrush
- ✓ Comic book collector



WHAT GOES INTO A JOB POSTING

- ✓ About the role and the team
- ✓ Responsibilities (optional)
- ✓ Requirements
- ✓ Bonuses (optional)
- ✓ Benefits and perks (optional)
- ✓ About the company

DITCH THE BOGUS REQQS

- ✓ College isn't the only place to learn.
- ✓ Most of our degrees are unrelated anyway.
- ✓ People learn different things, at different paces.

CONVEY SENIORITY BY

- ✓ Flat out saying it's a mid-senior level role.
- ✓ Tell them what skills you expect them to have at that level.
- ✓ People learn different things, at different paces.

INSTEAD OF: “3-5 YEARS OF EXPERIENCE”

- ✓ Experience developing custom plugins for WordPress
- ✓ Experience using Git on a commercial development team
- ✓ Deep understanding of HTML, CSS, and JavaScript
- ✓ Knowledge of object-oriented PHP
- ✓ Understanding of test-driven development

**“COULD A GREAT CANDIDATE DO
THE JOB WITHOUT THIS THING?”**

HOW TO WRITE A JOB POSTING

WRITING A JOB POSTING

- ✓ Grab a similar posting to use as a template.
- ✓ Research similar roles to come up with a first draft.
- ✓ Revisit your requirements.
- ✓ Double check your language.
- ✓ Ask co-workers or colleagues to review.

DON'T OVERUSE "EXPERIENCE"

- ✓ "Deep/solid understanding of..."
- ✓ "Familiarity with..."
- ✓ "Able to use x to do y."
- ✓ "Proficiency in..."

ASK YOURSELF:

- ✓ “Could a stellar candidate do the job without this thing?”
- ✓ “Are we painting an accurate picture of the role?”
- ✓ “What assumptions are we making about the applicant?”
- ✓ “What could be more clear?”

**WHAT DID WE
LEARN?**

HOW TO HELP WHEN YOU'RE NOT A MANAGER

ASK YOURSELF:

- ✓ Ask to be involved.
- ✓ Share what you learn with stakeholders.
- ✓ Offer to get the ball rolling.
- ✓ Volunteer to be an extra set of eyes.

Q&A?