

A CAREER SEARCH GUIDELINE

**TIPS,
TOOLS
TRADE
INSIGHT**

QUALIFY RECRUITERS

1

Recruiters are a valuable resource, though it is important to identify the motivations that drive the recruiters who contact you. It is your responsibility in driving your own career path to interview the recruiters you work with.

AGENCY

MOTIVATIONS

- To get you placed in a position with one of the companies they are working with

PROS/CONS

- Market insight
- Relationships with multiple companies
- Will act as your agent in negotiations
- "Always Be Closing" mentality
- No inside information about the company and business culture

QUALIFYING QUESTIONS

- How long have you/your firm had a relationship with this company?
- What team are you working with?
- Do you have direct communication with the hiring manager, or do you speak with TA/HR?
- What is the onboarding process?

INTERNAL

MOTIVATIONS

- To fill a position in their company

PROS/CONS

- Insight into business/ company culture, case examples, technical debt
- Direct access to hiring managers/ members of the team
- Will negotiate salary/compensation
- Echo Chamber

QUALIFYING QUESTIONS

- What is the salary band for this role?
- What is a case example of how the team handled a problem?
- What are examples of growth within this organization?
- Do you have a professional development program?
- What is the onboarding process?

QUALIFY COMPANIES

2

- Reach out to your network to hear past experiences
- Research funding rounds with Startups
- Look at community contributions
- Look at the backgrounds of the engineers/ team members

LONG-TERM STEPS

3

- Target specific companies
- Research company sponsored events
- Research projects within companies
- Identify engineers within the companies
- Connect/ reach out to team members
- Contribute to OpenSource projects on GitHub
- Build Community/ Network
- Join Meetup Groups
- Submit Talks to Meetup Groups
- Research/ attend conferences
- Community Outreach (Resilient Coders, YearUp, TEALS, Girl Develop IT)

RESOURCES

<https://venturefizz.com/>
<https://www.crunchbase.com/>
<http://bostontechguide.com/>
<https://stackoverflow.com/>
www.reddit.com
www.workremotely.com
<https://github.com/>
<https://angel.co/>
<https://www.meetup.com/>
<https://www.girldevelopit.com/>
<https://www.tealsk12.org/volunteers/>
<http://www.resilientcoders.org/>
<http://www.yearup.org/about-us/our-locations/greater-boston/>

Career Mapping:

