

# How to get hired

Andy Lester,

Beleaguered programming manager

[andy@petdance.com](mailto:andy@petdance.com)

<http://petdance.com/perl/>

# Find a job you want

- Find an industry you enjoy
- Find the job that you want
- Otherwise, you'll hate life.

# Ignore Monster et al

- Employers were asked what percentage of their new hires came from the four leading online career sites. The percentage of hires made through Monster: a whopping **1.4%**. Hotjobs: **.39%**. CareerBuilder: **.29%**. Headhunter.net: **.27%**. (Yes, those decimal points are in the right places.)

**Your resume**

# What I want

- Programming competence
  - Not language-specific
  - Brilliance not necessary
  - Habits over wizardry
- Teamwork
- Social skills

# It's a buyer's market

- Competent programmers are a dime a dozen.
- Team-oriented, sociable, non-embarrassing programmers aren't.

# Think "job", not "resume"

- Don't take just any job.
- Make sure it's an industry you like.

# Consider the poor hiring manager

- Dozens/hundreds of resumes
- Wants to find YOU
- Make it easy for me!





# Summarize yourself

- Summary at the top of your resume
- Who you are
- What you know and want to do
- Don't list everything

# The Interview

# Dress like a professional

- You can't be overdressed.
- A suit is always fine for a professional job.



# Say "I don't know"

- Don't be afraid to say "I don't know".
- If you don't know the answer, ask what the correct answer is.
- Let them know you're willing to learn

# Ask questions

- Imagine yourself in the position.
- What do you want to know about?
- Don't ask about pay or benefits.
- Show that you are interested in the work!

# Closing

- Do you want the job? Then say so!
- "This sounds like a great place to work. I'm sure I can help the team, and I'm very interested in the job."

# Follow up

- Send an email.
- Don't call unless email goes unanswered for weeks.

# Ask The Headhunter

- Get this book
- Visit [asktheheadhunter.com](http://asktheheadhunter.com).
- Get on Nick's mailing list.

