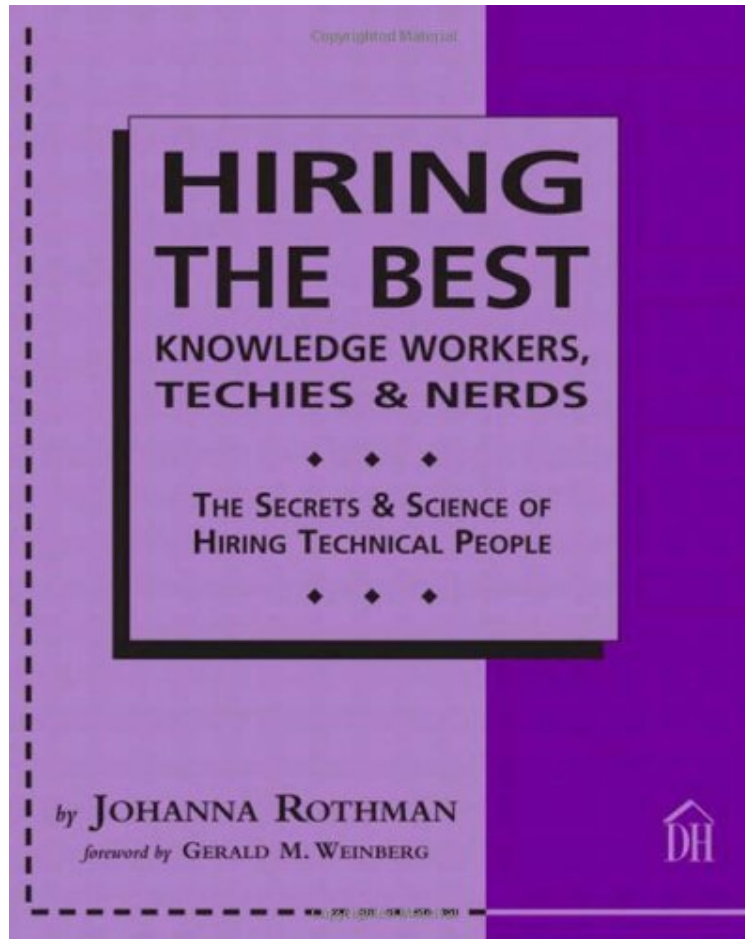


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# Hiring The Best Knowledge Workers, Techies Nerds: The Secrets Science Of Hiring Technical People

Johanna Rothman, Gerald M. Weinberg  
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**Johanna Rothman, Gerald M. Weinberg : Hiring The Best Knowledge Workers, Techies Nerds: The Secrets Science Of Hiring Technical People** before purchasing it in order to gage whether or not it would be worth my time, and all praised Hiring The Best Knowledge Workers, Techies Nerds: The Secrets Science Of Hiring Technical People:

0 of 0 people found the following review helpful. A Cheat Sheet For Hiring. A Guide To Solution-Driven Thinking.By emilyThis is the ultimate reference guidebook on not just how to hire the best but almost more importantly, how to feel confident about making critical hiring decisions and moving an organization forward. In a world of fast-track acquisition goals or hasty IPO hopes, this book dares to buck the trend and ask us to get smarter about how to hire right, be unafraid to say no and as a result, build companies of scale that make an impact and last.The reader need not be daunted by the task of reading this book front to cover like a piece of fiction. This is a guidebook and a manual to

pick up and read a few pages here and there when one needs to quickly review and study up on how to approach any or all steps in a hiring process. It is also a cheat sheet - but not like the ones you used to get in trouble for in study hall. The templates, outlines and direct solution-driven approaches to sourcing, interviewing and closing offers are timeless techniques that can improve or inspire any hiring process. Some of the methods are surprising but all of them are refreshing and offer up reminders that it is good - and smart - to be thoughtful about how one expands their company and teams. I highly suggest grabbing this one off the shelf and giving it a read. Even if your profession doesn't involve hiring, this book offers teachings that stem outside the world of recruiting and can serve as helpful approaches to any challenging intersection one may find themselves in.

1 of 1 people found the following review helpful. Everything you need to know about hiring (or being hired) in the tech world  
By Jeremy Lightsmith  
If you're hiring people, helping hire, or trying to be hired in the tech world - I can't recommend this book highly enough. It has a very clear and natural structure that takes you through each step in the hiring process. It's also very skimmable with good summaries at the end of each chapter. I especially enjoyed the chapters on the actual interview. A lot of great material on interview questions strategy. As someone who has been part of the hiring process many times in the past and is looking to run it in the future, I'm keeping this book by my side. If you'd like to get a feel for what's in the book, Johanna has a great blog about hiring technical people here :[...]

3 of 3 people found the following review helpful. Practical tips  
By Steven Koh  
This book provides valuable resources like worksheets, checklists to use for hiring. The best part is the way the author provides 'warning' section to denote common mistakes. I am an IT guy, not a HR person and this book meets my practical needs.

Good technical people are the foundation on which successful high technology organizations are built. Establishing a good process for hiring such workers is essential. Unfortunately, the generic methods so often used for hiring skill-based staff, who can apply standardized methods to almost any situation, are of little use to those charged with the task of hiring technical people. Unlike skill-based workers, technical people typically do not have access to cookie-cutter solutions to their problems. They need to adapt to any situation that arises, using their knowledge in new and creative ways to solve the problem at hand. As a result, one developer, tester, or technical manager is not interchangeable with another. This makes hiring technical people one of the most critical and difficult processes a technical manager can undertake. Hiring the Best Knowledge Workers, Techies Nerds: The Secrets Science of Hiring Technical People takes the guesswork out of hiring and diminishes the risk of costly hiring mistakes. With the aid of step-by-step descriptions and detailed examples, you'll learn how to \* write a concise, targeted job description \* source candidates \* develop ads for mixed media \* review resumes quickly to determine Yes, No, or Maybe candidates \* develop intelligent, nondiscriminatory, interview techniques \* create fool-proof phone-screens \* check references with a view to reading between the lines \* extend an offer that will attract a win-win acceptance or tender a gentle-but-decisive rejection \* and more You, your team, and your organization will live with the long-term consequences of your hiring decision. Investing time in developing a hiring strategy will shorten your decision time and the ramp-up time needed for each new hire.

". . . practical, pragmatic advice on finding and hiring the right person." -- Esther Derby, President, Esther Derby Associates, Inc. "This clear and comprehensive book joins Peopleware and The Mythical Man Month as must-reads for technical managers." -- Joel Spolsky, Founder, Fog Creek Software "a humane, yet tough-minded approach to hiring. Any technical manager who wants to hire well will be thankful for it." -- James Bach, CEO, Satisfice, Inc. About the Author  
Johanna Rothman is a highly regarded speaker, author, and consultant; she is known for her pragmatic approach to the problems of managing high technology product development and workers. During the past twenty years, she has been influential in the hiring of hundreds of technical people, including developers, testers, technical editors, technical support staff, and their managers. Based in Arlington, Massachusetts, she is the president of Rothman Consulting Group.