

12 juin 2008



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*12 juin 2008*

# Attirer et garder les meilleurs développeurs

John Rizzo

Fondateur

JavaBlackBelt.com



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**« Les ITs. Ces êtres étranges venus d'une autre planète. Leur destination : Paris. Votre but : les faire entrer dans votre univers... »**

***David Vincent***

« This presentation is in Français... »

*un Belge*



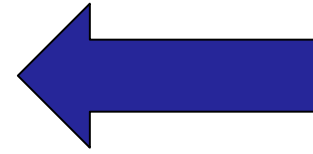
# Intervenant

- **John Rizzo**

- Bio: [www.javablackbelt.com/JohnRizzo](http://www.javablackbelt.com/JohnRizzo)
- Learned Programming on Atari, Amiga, Turbo Pascal,...
- Learned IT at Université Libre de Bruxelles
- Learned OS at IBM
- Learned entrepreneurship at Solvay
- Learned teaching at JavaBlackBelt

# Sommaire

- **Maket**
- **Find Candidates**
- **Evaluate Candidate**
- **Convince Candidate**
- **Make him stay**



# Sponsors



# Market

- who feels there is a stronger demand for Java developers than 4 years ago ?



# Market

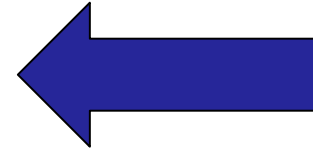
- **Who thinks the demand will be stronger/weaker next year than now ?**

# Market

- **Who has been contacted for recrutement ?**

# Sommaire

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# Find Candidates – Good ?

- **Good attracts good !**
- **Your company reputation:**
  - Is you good ?
  - How visible is it ?

# Networking

- **Through developers**
- **Through linkedin**
- **What rejected candidates think about your company ?**
- **Conferences**
  - What do you do there ?



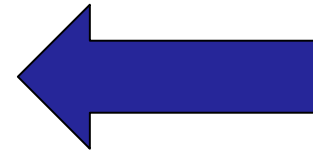
# Students

- **Students have no technical skills ?**
  - Aren't soft skills and programming aptitude more important anyway ?
- **Student job: give them something interesting to do**
  - You'll probably need manpower to help them.
  - **Good to:**
    - Find talents (not on the market)
    - Start a relationship
    - Know what they are worth



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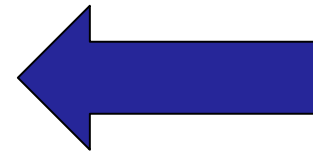


# Testing candidates

- **Speed: 10 minutes programmer phone screening**
- **Soft skills, programming aptitude, technology (see previous presentation)**
- **Speed of replies during tests**
  
- **A people recruit A people.  
B people recruit C people.  
C people recruit dogs to fill positions.**

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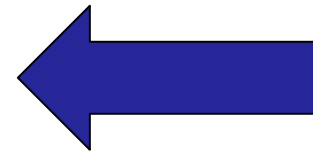


# Convince candidates

- **Money, money, money**
  - **How is your working environment ?**
  - **Make candidate meet the team they'd work with**
- 
- **...only possible if you have happy good developers in a good looking environment.**

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# Make them stay

- **3 questions, same answer:**
  - What makes project successful ?
  - What make people come ?
  - What makes people stay ?

- **Good team,**
- **well managed,**
- **that achieve great results**

**→ feel recognition**

**! One bad element can suck the energy out of the team.**



# *Questions / Réponses*

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# Conclusion

- **If you have to remember one thing...**
  - Good attracts good



# Conclusion

- **One more thing:**
  - Top developers are never on the market.

# ***Merci de votre attention!***



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