A Letter from a Software Engineer to a Recruiter

Dear Recruiter ⌄

I hope this message finds you well.

As a software engineer, I wanted to share some **heartfelt advice** with you when it comes to **hiring the best software engineers** for your team.
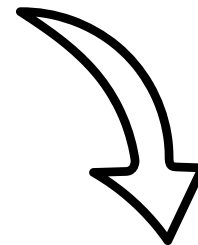
I've been through interviews

and have experienced both the good

and the **not-so-good**.

So, please take a moment to read

through these **tips** and avoid making

the following **mistakes**

1.Don't ask us tricky questions ⌄

Why?

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it's disheartening to witness how this

unwarranted pressure not only burdens us

but also **fails to truly showcase our full**

potential and **capabilities**.

1.Don't ask us tricky questions ⌄

What to do instead?

Engage in a **guided chat** that encourages

open conversation and allows us to

demonstrate what we can do. Trust me,

this approach **brings out the best in us.**

2.Listen more speak less

Why?

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you can't **truly gauge a candidate's potential if you don't listen**. I've had interviews where recruiters dominated the conversation, barely giving me a chance to express my thoughts.

2.Listen more speak less

What to do instead?

Please, give us the **space** to share our experiences and ideas. Sometimes, we need a **moment to gather our thoughts** and provide more insightful answers.

3.Look beyond technical skill

Why?

It might happen that we might possess exceptional technical knowledge, but when faced with a challenging problem, we might struggle to think critically and find a solution.

3.Look beyond technical skill

What to do instead?

Assess our **problem-solving abilities**, **adaptability**, and **curiosity for learning new technologies** and choose the ones of us who can think outside the box and embrace new challenges.

4.Dive into our portfolio

Why?

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you could overlook our ability to

produce **well-structured** and **maintainable**

code and our adherence to **coding best**

practices.

4.Dive into our portfolio

What to do instead?

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take the time to **review our portfolio**, to gain a deeper understanding of our approach to development, our coding practices, and the level of expertise we bring to the table.

5.Realistical job preview

Why?

If you set **unrealistic expectations** about the job's responsibilities, challenges, or working conditions this could lead to **disappointment**, **dissatisfaction,** and **wasted time**.

5.Realistical job preview

What to do instead?

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with a **realistic job preview**, you set clear expectations and ensure that we are genuinely interested in the role and **well-prepared for the tasks at hand**.

3 key factors

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to consider when hiring the best software engineers

APTITUDE

Look beyond degrees and certifications

Assess our fundamental abilities and problem-solving skills. Ask about the **projects** we've worked on and the challenges we've faced. **This will give you a better sense of our capabilities**.

COMMUNICATION

A great developer is not just someone who writes flawless code.

We thrive in collaborative environments, working closely with designers, product managers, and other team members. **Ask about our experiences working in teams and our communication style.**

POTENTIAL

This is where you can truly find a hidden gem.

Ask about our **side projects**, **hobbies**, and **future aspirations**. Those of us who constantly seek improvement and embrace challenges are the ones who will drive our team forward.

I hope you take these words to heart, dear recruiter. Remember, the **success** of your team lies in finding engineers who not only **possess technical expertise** but also have the **drive to constantly evolve.**

Thank you for taking the time to read this message. I wish you the best in your recruiting journey, and I hope we'll have the opportunity to meet for an interview that fosters **open dialogue** and **mutual understanding**.

Sincerely,

A Passionate Software Engineer

If you are a software engineer and this letter strikes a chord with you, join Slashscore to showcase your work

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