

Hiring Junior Ruby Devs

“If you don't hire juniors, you don't deserve seniors”
– Isaac Lyman

Hi, I'm Alex 🙌

Quick quiz #0
Who can find the “raise hand” button?

Quick quiz #1

Who's hiring?

Quick quiz #2

Who's hiring or has hired junior developers?

Quick quiz #3
Who is a junior developer?

Thanks!

Why I'm excited about junior developers

Enthusiasm

Eagerness to learn

Fresh perspectives

Diversity

Two for the price of one!

**Don't just take my word
for it**



Angie Jones 

@techgirl1908



I hired someone for an entry-level tech job who didn't have a tech degree or any other tech experience.

But she's smart and kind and thoughtful. She interviewed better than the techies, so I took a chance and hired her.

Anyway, she's doing great! Maybe you should try it 

1:58 AM · Dec 1, 2021 · Twitter Web App

626 Retweets **103** Quote Tweets **5,395** Likes



Suz Hinton

@noopkat



our interns are always so terrifyingly good

9:44 PM · Dec 1, 2021 · Twitter Web App

1 Retweet **85** Likes



Kate Heddleston

@heddle317



Sometimes when companies say they're not hiring junior developers I want to shake them by their hoodies and yell, where do you think senior developers come from?!

3:17 AM · Sep 13, 2018 · Twitter for Android

254 Retweets **24** Quote Tweets **1,027** Likes

Is your company ready for junior developers?

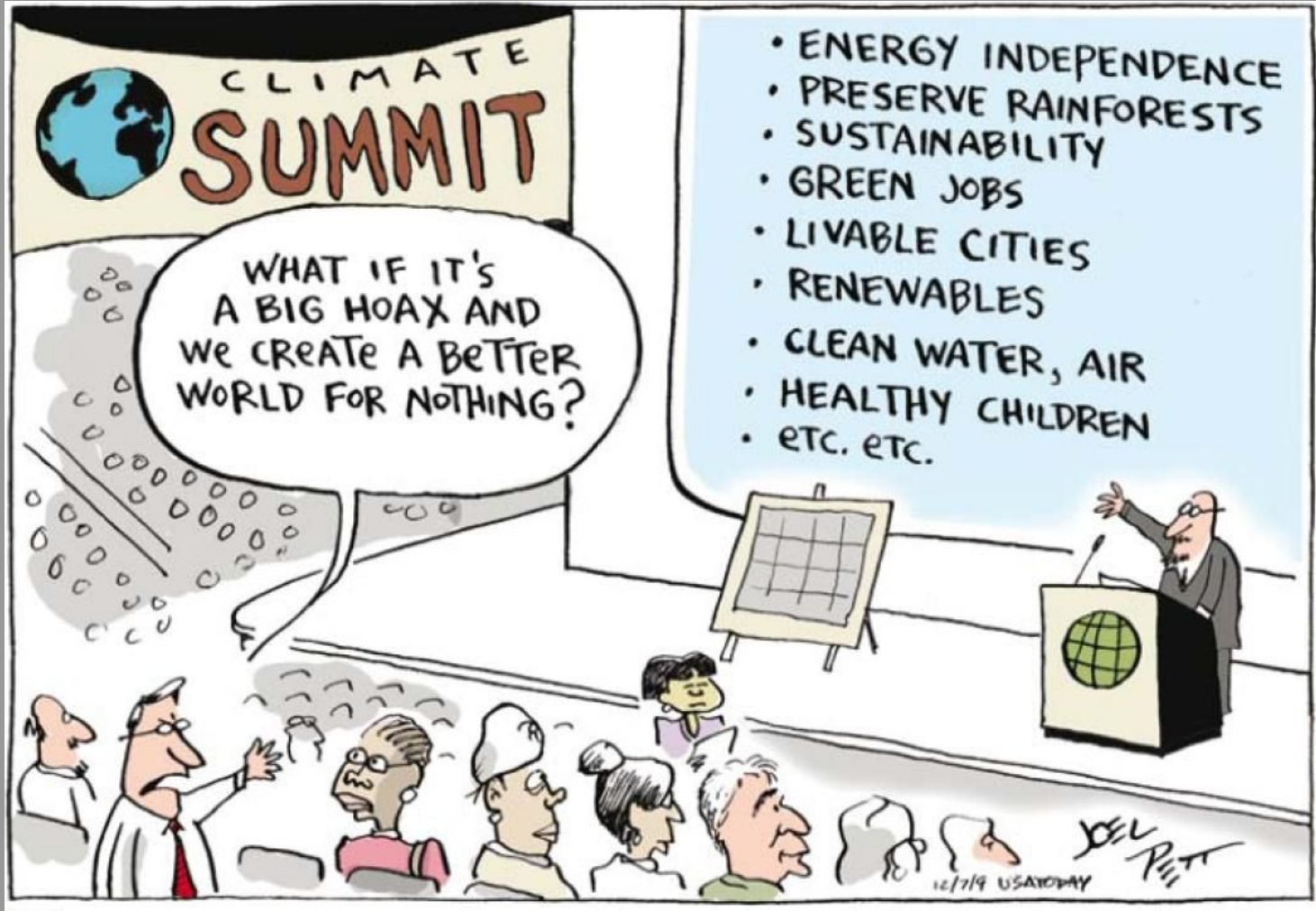
Clear expectations

Feedback culture

Supportive team

Tidy, maintainable code

Documentation



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cartoon by
Joel Pett

Finding and hiring junior developers

Job ad

Prepare for the flood

The interview

Onboarding and supporting junior developers

Onboarding buddy

First tasks

Common pitfalls

Pair programming



Reginald Braithwaite

@raganwald



I only recruit senior devs.

The trick is, I recruit some of them earlier in their career.

4:46 PM · Sep 17, 2018 · TweetDeck

459 Retweets **22** Quote Tweets **2,531** Likes

Thanks!

Questions? alex@charliehr.com or [@kaokun](https://twitter.com/kaokun) on Twitter