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
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 😊
our interns are always so terrifyingly good
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?!
Is your company ready for junior developers?
Clear expectations
Feedback culture
Supportive team
Tidy, maintainable code
Documentation
CLIMATE SUMMIT

WHAT IF IT'S A BIG HOAX AND WE CREATE A BETTER WORLD FOR NOTHING?

- ENERGY INDEPENDENCE
- PRESERVE RAINFORESTS
- SUSTAINABILITY
- GREEN JOBS
- LIVABLE CITIES
- RENEWABLES
- CLEAN WATER, AIR
- HEALTHY CHILDREN
- ETC. ETC.
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
I only recruit senior devs.

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

Questions? alex@charliehr.com or @kaokun on Twitter