Advice for Open Source Job Seekers

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OSCON 2004

How to look for a job

- Saturate the job boards. Send as many resumes as you can, until somebody bites.

  - Be sure to list every technology you've ever heard of, and every job you've had, in reverse chronological order.

- Before the interview, plan how you'll answer tough questions like "How do you move Mt. Fuji?" and "What is your greatest weakness?"

Thanks for coming.

Please go see Casey West talk about Class::DBI.

Key Concepts

- Job == relationship

- If you lie, you lose.

- Think like the hiring manager.

- It's not a numbers game.

- What you say vs. what I hear.

Finding The Right Job

The dream want ad

- Solaris

- mod_perl

- Mason

- Lots of money

What could go possibly wrong?

What could go wrong?

Bad management	Maintenance only	Bad boss
Bad location	No benefits	Crappy hours
Unreasonable expectations	Insolvent company	Ad != job
Uncreative	No OSS	Lame team
Awful co-workers	Unqualified	Boring industry

Know what you're trying to find

Know what you're trying to find **before** you start looking for it.

Who are you?

- Strengths
  - What are they? Not just tech!
  - How can you use them?
- Weaknesses
  - What can do you do to overcome them?
  - What are you going to live with?

What's important to you?

Using Open Source	Supporting Open Source	Good boss
Location	Benefits	Hours
Industry	Stable company	Creativity
Dress code	Fun projects	Good team feel

Where do you look?

Where jobs are found

Monster	**1.40%**
Hotjobs	**0.39%**
CareerBuilder	**0.29%**
Personal contacts	**60 to 70%**

I would rather hire someone I know

I would rather hire someone I know or known by someone I trust.

Focus your search

- Don't waste time on a job you don't want

- There aren't 100 jobs for you

- Spend your time on what counts

Before you send a resume

- Learn about the company

- Make a list of questions

- Decide if you want to work there

The Web! Google!

- Who are they? What do they **do**?
  - Check the company website
  - Find the hiring manager's name
  - Read news/list postings by employees

Not just Google!

- Company PR department

- Local newspaper, business publications

- Local public library (remember those?)

- Hiring manager

- HTTP & mail headers

  - Maybe they use IIS & Exchange! ☠

This is not creepy

The resume

Always remember...

you are a unique and
beautiful snowflake

...but this is my desk.

The resume

- Summarize at the top

- Tailor it to the job

- Emphasize what's important

TALES FROM THE INBOX

July 2001-present
Night Operations Technician, Bug-Be-Gone Corp.

* Maintained insect population by applying insecticides with truck-mounted sprayer.

* Precisely tracked assigned paths through areas served.

NO! NO! NO!

- No lies

- No fudging

- No "objective" or "references available"

- No salary history

- Nothing illegal

Emphasize what's important

18 years professional software development, most recently in **Perl** and PHP

- **Manager** and **senior engineer** for e-commerce site (3+ years)
- Develop **object-oriented Perl** and PHP, interfacing with **Oracle** and **MySQL** (8 years)
- Create intranet database applications with ColdFusion, Access & VBA (5 years)

The cover letter

Rule #1:
Write one.

Rule #2:
Write one for the specific position.

TALES FROM THE INBOX

Dear Prospective Employer,

Your Advertisement on jobs.perl.com for a

    Sr. Prog. for library book wholesaler

caught my attention. I would like to apply.   I am confident that I can perform the job effectively. My background and career goal, seem to match the job requirements well.

TALES FROM THE INBOX

I am much more than a programmer. In my long and varied work history, I have performed such jobs as knife salesman, manager of a hardware store, extracting retinas from bovine eyes as a neurological lab assistant , flower delivery driver and retirement home activities director, all of which make me a well-rounded candidate.

TALES FROM THE INBOX

I am much more than a programmer. In my long and varied work history, I have performed such jobs as knife salesman, manager of a hardware store, **extracting retinas from bovine eyes** as a cow eye sucker, cow eye sucker and cow eye sucker, all of which make me a well-rounded cow eye sucker.

Your cover letter

- In plaintext in your email.

- Explains relationship with contact, if any.

- Explains what you're looking for, and what you can bring to the company.

- Shows that you care enough to send a personalized cover letter.

- Shows that you know about the company.

A good cover letter

Dear Mr. Lester,

My colleague Bill Odom referred me to the job recently posted on jobs.perl.org. I believe that I can help Follett with a good set of skills, including:

- 4 years of database apps for MyCo, including....
- 3 years Perl experience, including two CPAN modules (http://...) that extend DBI....
- A BS in CS from UIUC, with a 3.7 GPA.
- Experience in the book industry, and a natural love of books.

I look forward for a chance to meet with you to discuss your needs and how I can help you and FLR.

The Interview

Your mission

- Establish a relationship with your new boss.

- Show that you can do the job the way the company wants it.

- Make sure you want the job.

- Let your new boss know it.

- Get a job offer.

How to prepare

- Create a list of relevant questions.

  - Based on your previous research.

- More Googling and research

  - You can't know too much.

- Make being on time a top priority.

  - Find out where it is. Test-drive it.

What to bring

- Your resume, at least five copies

  - You never know who you'll give it to

- Your portfolio

- List of questions

- Paper and pens

- The real you

Portfolio

- Your best work. Wow me!

  - Code samples

  - Network diagrams

  - Project schedules

  - Magazine articles

  - Performance reviews

Code samples

- Your best work, relevant to the job

  - But *other* cool stuff, too.

- Two copies, syntax-highlighted

- Electronic copies on CD

- Plan on leaving it

- All code under NDA? Write some that isn't.

What not to do

- Complain

- Lie

- Discuss money

- Lie

- Be passive *or* pushy

- Lie

Remember,
the interview
is the first day
of your new job.

What if you had to get hired tomorrow?

Building your brand

- Track progress on your resume

- What have you done?

- What are you known for?

- Enhance your Rolodex

  - or *~/.mutt-aliases*

The best time to plant a tree is 20 years ago.

The second best time is today.

Other resources

Ask the Headhunter,
Nick Corcodilos

The BrandYou 50, Tom Peters

Rainmaking, Ford Harding