

Tech Recruiter **BOOSTER** Program

Get More Candidates Respond to Your Messages, Increase Your Conversions, and Close More IT Vacancies.

The Tech Recruitment Academy helps you rapidly increase your competencies so you can THRIVE in tech recruitment, be more productive, and become a business partner to IT hiring managers.

What Is Tech Recruiter Booster Program?

The **Tech Recruiter Booster Program** is an online training program designed for corporate HR specialists and recruiters who interact with IT candidates and want to fill more vacancies, and increase conversions.



Anand Gurung

4 reviews GB



Jan 11, 2023

Very useful

After watching all these videos I got super confident with all the IT terminologies and how to read the JD's properly. This is going to help me immensely in my IT recruitment career.

Date of experience: January 11, 2023



Kimberly Murphy

1 review US



2 days ago

Absolutely essential education in...

Absolutely essential education in helping me transition to a technical recruiting position. The mind maps were an immensely helpful tool to refer back to as I progressed in my sourcing.

Date of experience: April 21, 2022

We've Trained Recruiters Who Work In These Awesome Companies:



accenture



facebook



Google



Chan
Zuckerberg
Initiative 



CSI Companies



McKinsey
& Company

Booking.com

KELLY
SERVICES



iventa

 **randstad**



VITA
STAFFING **VER**

accesa
RaRc  Part of the
Ratiodata
Group

Reed

Michael Page

PHILIPS

Common Problems Of Account Managers In IT

“

I'd like to increase my candidate introduction to Hire rate from 35 to 45%.

“

I'd like to learn how to have in-depth discussions with hiring managers.

“

I'd like to have better understanding of clients' needs & expectations.

“

I'd like to become a partner/advisor for my Clients by getting much more IT industry knowledge.

Common Problems Of Recruiters & HR Managers In IT

“

I'd like to increase my placement rate from 67% to 75% and increase my hires from 2 to 3 every month.

“

My goal is to develop my IT knowledge so that I can be better and faster at finding the best match for our clients.

“

I'd like to increase my amount of candidates I offer every month to clients.

“

I'd like to be able to better qualify the vacancies, learn new sourcing methods, and how to identify the must-have's for each job description.

What Kind Of Results Should You Expect From The BOOSTER Program?

- 1. In-Depth Tech Understanding.** Gain a comprehensive understanding of current technologies, trends, IT roles, and the IT landscape, including the latest in programming languages, cloud computing, and DevOps.
- 2. Better Intake Calls.** Facilitate smoother communication and collaboration with hiring managers leading to a deeper understanding and better alignment with candidate profiles.
- 3. Faster Candidate Sourcing.** Expect to source more specific and qualified candidates, using advanced strategies to identify top talent effectively and systematically.
- 4. More Candidates Respond.** Experience a significant increase in the response rate from candidates, fostering better connections and interest.
- 5. Better Screening Calls.** Sharpen your interview techniques to quickly identify the candidates that truly fit the tech roles your hiring managers are looking to fill.
- 6. Increased Placement Rate.** Achieve a higher number of successful placements per month, directly contributing to your and your company's success.
- 7. Start Using AI & Advanced Sourcing Tools.** Learn to actively incorporate AI tools into your recruitment processes, making your search for candidates more efficient and data-driven.
- 8. Efficient Recruiting Process.** Learn to fill open positions faster and with greater ease, streamlining the recruitment cycle and improving hiring timelines. Place more candidates and earn more money.

Who Is The Booster Program For?



HR Professional

Get a better understanding of the IT world. Write better job descriptions. Implement new sourcing methods.



Tech Recruiter

Organize better intake meetings with hiring managers. Become a business partner to CTOs and IT managers.



Recruitment Consultant

Broaden your services and ensure your clients achieve better results.



Seasoned Tech High Achiever

Let this program be the perfect launchpad for your success in the high-tech job market. Excel in your role without burnout, and achieve a better work-life balance.

How Do You Know The Booster Program Will Work For You?

01

We've trained **thousands of HR specialists** and Tech Recruiters since 2018 and **over 200 recruiters** recently completed the Booster Program.

02

Our **mind maps** have been used by the most prominent staffing agencies and recruitment teams in the US, CA, UK, EU, Singapore, and Australia.

03

The Booster Program is based on our **hands-on experience recruiting IT** candidates for international clients, high-tech startups and scaleups.

The Accenture logo, featuring the word "accenture" in black lowercase letters with a purple greater-than sign (>) above the "t".

The SAP logo, consisting of the letters "SAP" in white on a blue square background with a diagonal split.

The Facebook logo, featuring the word "facebook" in blue lowercase letters.

The Adecco logo, featuring the word "Adecco" in white on a red rounded rectangle background.

The Google logo, featuring the word "Google" in its multi-colored font.

The Manpower logo, featuring four slanted bars in blue, green, red, and orange, followed by the word "Manpower" in blue.

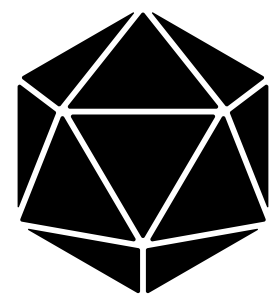
The Chan Zuckerberg Initiative logo, featuring the text "Chan Zuckerberg Initiative" in black with a small red circular icon containing the letters "CZI" to the right.

The AWS logo, featuring the letters "aws" in dark blue with an orange curved arrow underneath.

The CSI Companies logo, featuring the letters "CSI" in bold blue followed by the word "Companies" in a lighter blue.

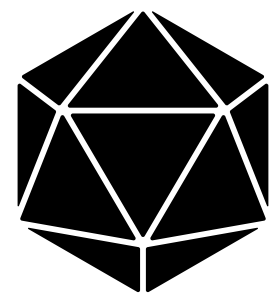
How Does The Booster Program Work?

The Booster Program has three elements that drive you towards your goals:



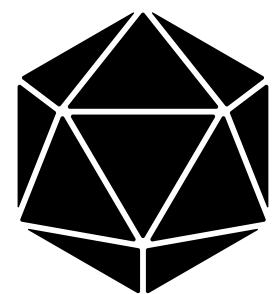
ELEMENT 01 — Content & Exercises

You'll be walked through a framework that will rapidly produce real results—freeing up your time, enabling you to engage with the most qualified candidates.



ELEMENT 02 — Expert Mentoring Sessions

You'll work with a mentor over three weeks. All of our mentors are experts in the field and will push you where you want to go—and far beyond.



ELEMENT 03 — Group Coaching, Q&As & Community

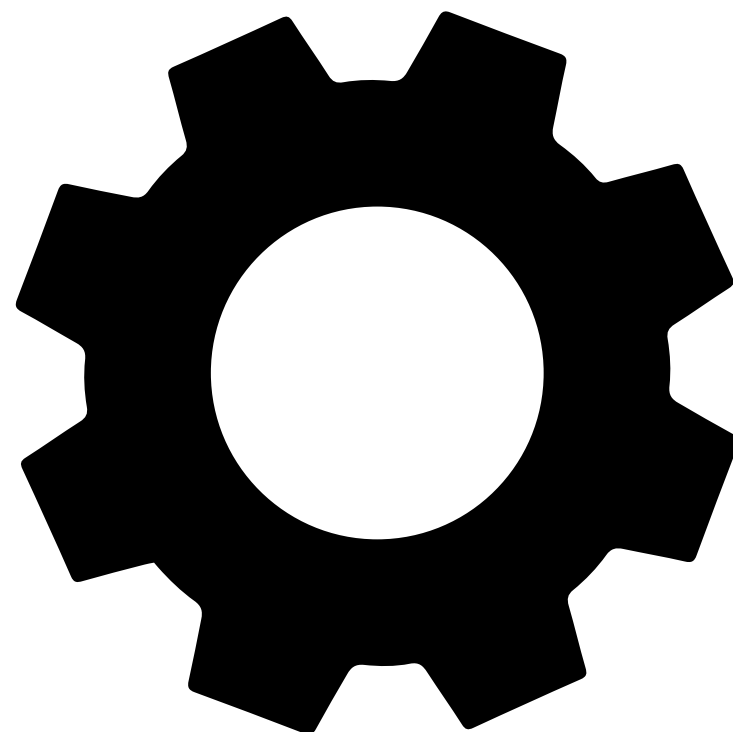
You'll join a community of tech recruiters who will help you achieve your goals, will provide feedback and support. You'll get lifetime access to the community.

Content Covering Modern Tech Recruitment Strategies

In the first three weeks, you'll watch short bite-sized videos and do one exercise per week. In just a few days you'll start seeing transformative results. Here are the three modules:

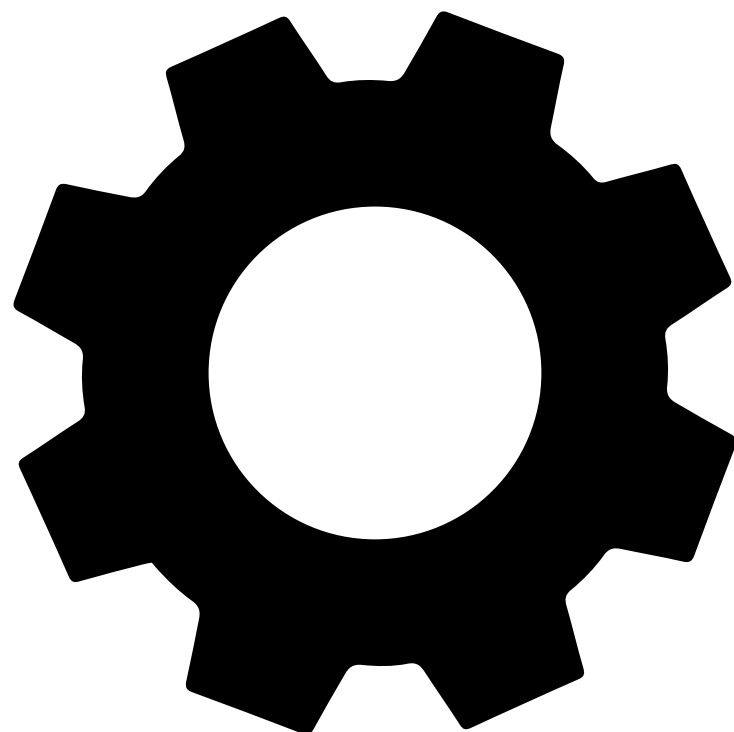
Promote

Start Promoting IT Vacancies The Right Way



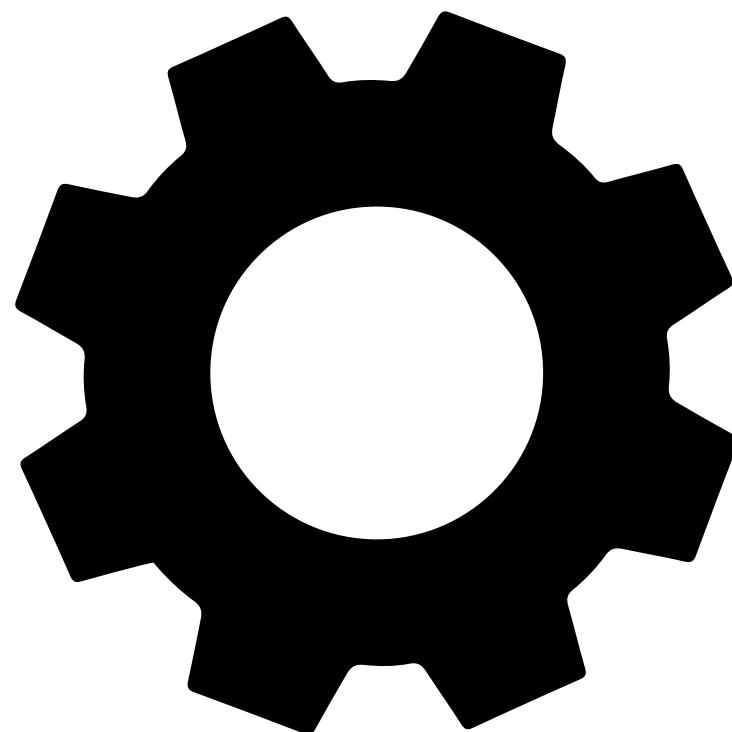
Engage

Get Candidates Excited About Your Vacancies



Source

Become a Sourcing Jedi To Find Candidates Super Fast



Week 01 – CONTENT

IT TERMINOLOGY - Learn The Essential IT Jargon

In the first week, you'll learn the important IT keywords, programming languages, software frameworks, and tools that IT professionals use at work. This will help you find the right CVs and engage with candidates.

- 01 65 Must-Know IT Keywords From JDs And CVs
- 02 Decode IT Roles, Their Responsibilities And Skills
- 03 The Most Common Programming Languages And Software Frameworks
- 04 Analyzing CVs Of Standard IT Roles
- 05 Software Development Lifecycle And Its Impact On Sourcing The Right Candidates

Week 02—CONTENT

JOB REQ's - Analyze Technical Job Requirements

In the second week, you'll learn how to analyze technical job requirements, identify the closes standard IT roles, and write great self-assessment qualification questions.

- 01 Master Job Description Analysis
- 02 Craft Tailored Questions
- 03 Transition from Recruiter to Advisor
- 04 Write Self-Assessment Questions For Common IT Roles
- 05 Interpreting The Requirements of IT Roles

Week 03—CONTENT

JOB PROMO - Start Promoting IT Vacancies The Right Way

In the third week, you'll learn how to improve job descriptions so they are clearer and more attractive. That will help you attract the best candidates and increase conversions.

- 01** Six Key Steps To Analyzing Technical Job Requirements Properly
- 02** Four Tips To Sound More Professional During A Client Intake Call
- 03** Asking Hiring Managers The Right Questions
- 04** Preparing Self-Assessment Qualification Questions
- 05** Becoming a Business Partner To CTOs and IT Managers

Week 04—CONTENT

SOURCE - Become a Sourcing Jedi To Find Candidates Super Fast

In this week, we'll shatter any preexisting notions that you have around finding IT candidates. Then, we'll rebuild your sourcing skills from the bottom up so you can unlock access to unlimited candidates.

01 Redefining Sourcing with LinkedIn Recruiter

02 Unlocking New Sourcing Keyword Combinations

03 Utilizing New Candidate Sourcing Platforms

04 Avoiding Common Sourcing Mistakes

05 Sourcing IT Candidates On GitHub, ContactOut, and using Google X-Ray

Week 05—CONTENT

ENGAGE - Get Candidates Excited About Your Vacancies

In this week, you'll learn how the most successful headhunters think and approach candidates. You'll learn what do the candidates desire so you can “sell” them your job opportunities.

- 01 Discovering Candidate Motivation & Career Goals
- 02 Using The Dream Job Concept
- 03 Software Developer Personas & Common IT Roles
- 04 How To Write Compelling Messages On LinkedIn, InMails, and Emails
- 05 How To Pitch Technical Job Opportunities

Week 06—CONTENT

SCREEN - Interview IT Candidates Like a Pro!

In this week, you'll learn how to interview IT candidates to identify who is a good fit for a specific job opening. You will learn what questions to ask and how to assess candidates.

01 Expert Interview Techniques

02 Screening Best Practices

03 Real-World Screening & Interview Scenarios

04 Efficient Pre-Screening

05 Detailed Candidate Reporting

Expert Mentoring Sessions

You'll be partnered with one of our mentors and instructors.

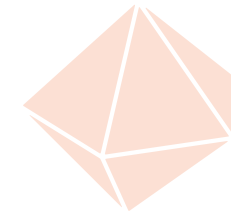
We will help you uncover new ways of attracting candidates, finding the best ones, and you'll be able to fill more IT vacancies, easier and faster.

Group Coaching, Q&As And Community

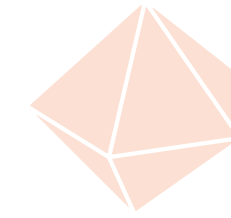
You'll join group coaching calls facilitated by one of our experts.

This elevates your peer group and means you're supported and held accountable by REAL people who have your back the entire way. Many participants from the Booster Program go on to meet in person and become lifelong friends.

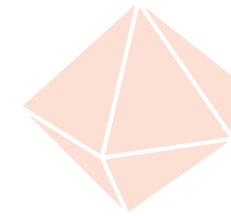
What's Included In The Booster Program?



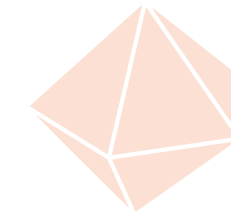
Access to your digital training



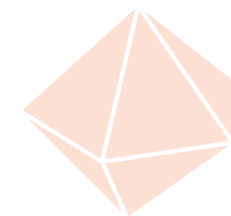
Group coaching calls with experts



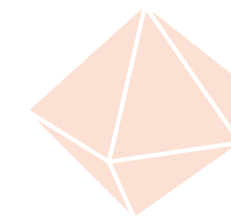
One-on-One mentoring sessions



Special offers for Live Events and continued education programs



Onboarding and prep exercises



Access to the Tech Recruiter community & network


Why Join The Booster Program Now?




In the fast-paced world of tech recruitment, timing is everything. The upcoming cohort offers a unique blend of opportunities and benefits that shouldn't be missed!



Stay Ahead of the Curve. Tech is evolving rapidly. By diving into this program now, you'll be armed with the latest strategies and tools, ensuring you're always one step ahead of your competition.




Limited Seats, Focused Attention. To maintain the quality and intimacy of our sessions, we cap the number of participants. Joining now guarantees your spot in this exclusive cohort, ensuring you get the attention and guidance you deserve.



Network with the Best. The upcoming cohort will bring together some of the brightest minds in tech recruitment. This is a golden opportunity to expand your network, forge meaningful connections, and learn from peers as passionate as you.



Immediate ROI. The sooner you refine your recruitment strategies, the quicker you'll see results. Faster fills, better candidate matches, and improved employer branding are just around the corner.

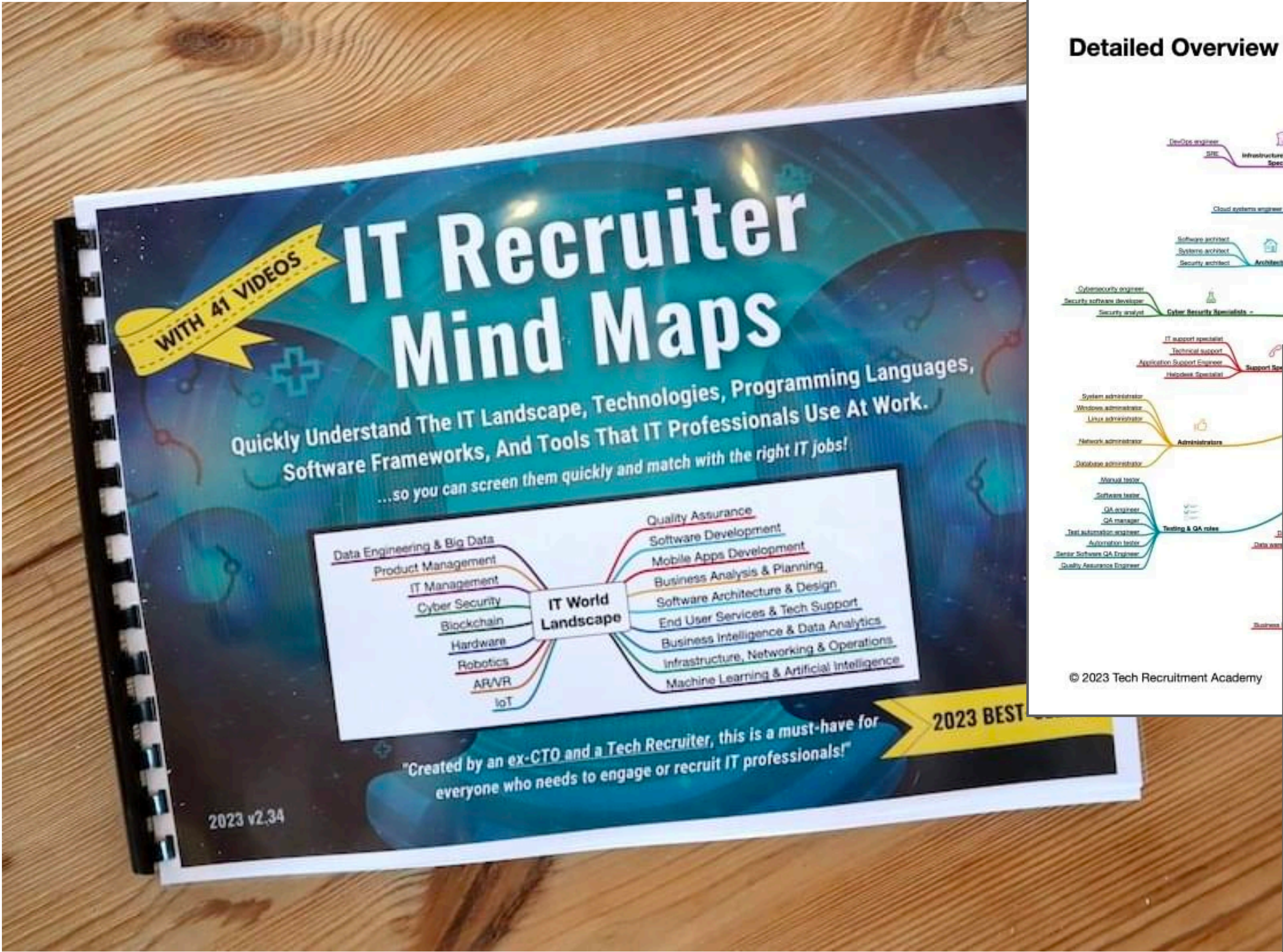


No Time Like the Present. Postponing often leads to missed opportunities. The tech talent pool is vast, but the competition is fierce. Equip yourself now, and make sure you're the recruiter top talents want to connect with.

Booster Program Timeline

Topic	Self-study	Project / Challenge	Zoom Call
IT Essentials (OPTIONAL)	8 hours	2 hours	—
IT Job Requirements	2 hours	0.5 hour	1 hour
IT Talent Sourcing	3 hours	1 hour	1 hour
IT Candidate Engagement	2 hours	1 hour	1 hour
Job Promotions	1 hour	1 hour	1 hour
Screening IT Candidates	3 hours	1 hour	1 hour
Expert Insights	2-5 hours	—	—
Advanced Sourcing Strategies	3 hours	1-3 hours	—
Intake Call Preparation	1 hour	1 hour	30 minutes 1-on-1
Screening Call Preparation	1 hour	1 hour	30 minutes 1-on-1
Sourcing Project #1	—	2 hours	30 minutes 1-on-1
Sourcing Project #2	—	2 hours	30 minutes 1-on-1
TOTAL	26	15	7

Use Our Popular Mind Maps (4,000+ copies sold!)



Detailed Overview Of The IT Roles

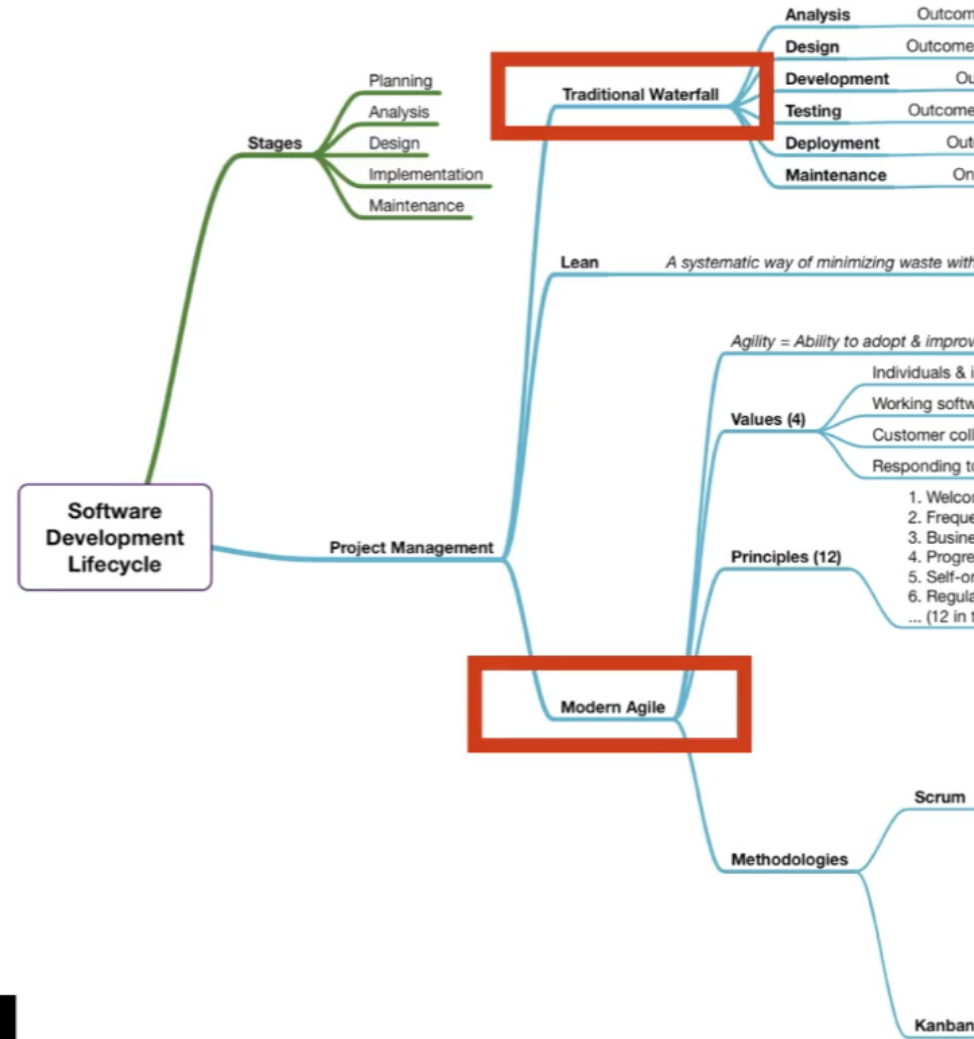
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Recruiting Data Engineers

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📺 SDLC - How is software developed and



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Complete and Continu

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📺 Programming languages vs. Software


-
- ```

graph LR
 Java[Java] --- JSE[JSE]
 Java --- JEE[JEE]
 Java --- JSF[JSF]
 Java --- GWT[GWT]
 Java --- Kotlin[Kotlin]
 Java --- Scala[Scala]
 Java --- PHP[PHP]
 Java --- Ruby[Ruby]
 Java --- Objective-C[Objective-C]
 Java --- Cplusplus[C++]
 Java --- HTML[HTML]
 Java --- SQL[SQL]
 Kotlin --- Ktor[Ktor]
 Kotlin --- Vertx[Vert.x]
 Scala --- Lift[Lift]
 Scala --- Play[Play]
 Scala --- Chaos[Chaos]
 Scala --- Finch[Finch]
 PHP --- Zend[Zend]
 PHP --- Yii[Yii]
 PHP --- Nette[Nette]
 PHP --- Lumen[Lumen]
 Ruby --- RubyonRails[Ruby on Rails]
 Ruby --- Sinatra[Sinatra]
 Ruby --- Hanami[Hanami]
 Ruby --- Cuba[Cuba]
 Objective-C --- Swift[Swift]
 Swift --- Perfect[Perfect]
 Swift --- Vapor[Vapor]
 Cplusplus --- Qt[Qt]
 Cplusplus --- UnrealEngine[Unreal Engine]
 Cplusplus --- Ultimate[Ultimate]

```
- The mind map illustrates the following structure:
- Java**
    - JSE
    - JEE
    - JSF
    - GWT
    - Kotlin
      - Ktor
      - Vert.x
    - Scala
      - Lift
      - Play
      - Chaos
      - Finch
    - PHP
      - Zend
      - Yii
      - Nette
      - Lumen
    - Ruby
      - Ruby on Rails
      - Sinatra
      - Hanami
      - Cuba
    - Objective-C
      - Swift
        - Perfect
        - Vapor
    - C++
      - Qt
      - Unreal Engine
      - Ultimate
    - HTML
    - SQL

Workshop - Group Session Replay  
(Screen Share) (65:58)

  Download PDF Slides

-  Job Titles – Software Engineers - Video (59:05)

## Complete an

# Enjoy Engaging Worksheets

## Job Description Analysis

Job Description URL >> paste here:

### PART 1 - Intake meeting notes

Use these questions during a meeting with hiring manager. Collect answers so you and recruiters know

|                                                                                                          |  |
|----------------------------------------------------------------------------------------------------------|--|
| <b>The Company</b>                                                                                       |  |
| Pitch - How would you introduce the company to a stranger? (in 3 sentences, without any industry jargon) |  |
| Startup? Agency? Corporation? Product-centric company?                                                   |  |
| What's cool about the company?                                                                           |  |
|                                                                                                          |  |
| <b>The Team The Candidate Will Work With</b>                                                             |  |
| Size/seniority/team structure?                                                                           |  |
| The seniority of the team members? Are there any superstars on the team?                                 |  |
| Why do they like working in your company?                                                                |  |
|                                                                                                          |  |
| <b>The Product/Project The Candidate Will Work On</b>                                                    |  |
| What's interesting about it?                                                                             |  |
| Who uses the product?                                                                                    |  |
| Technologies used                                                                                        |  |
| Interesting challenges ahead:                                                                            |  |
| Visual representation of what the team is working on?                                                    |  |

## Frontend React Engineer

|                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Search on LinkedIn</b>                                                                                                                                                              |
| <a href="https://www.linkedin.com/search/results/people/?keywords=frontend%20react%20developer">https://www.linkedin.com/search/results/people/?keywords=frontend%20react%20developer</a> |

|                                                                                 |
|---------------------------------------------------------------------------------|
| <b>2. TITLES</b><br>What titles do potential candidates have on their profiles? |
|                                                                                 |
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|                                                                                 |
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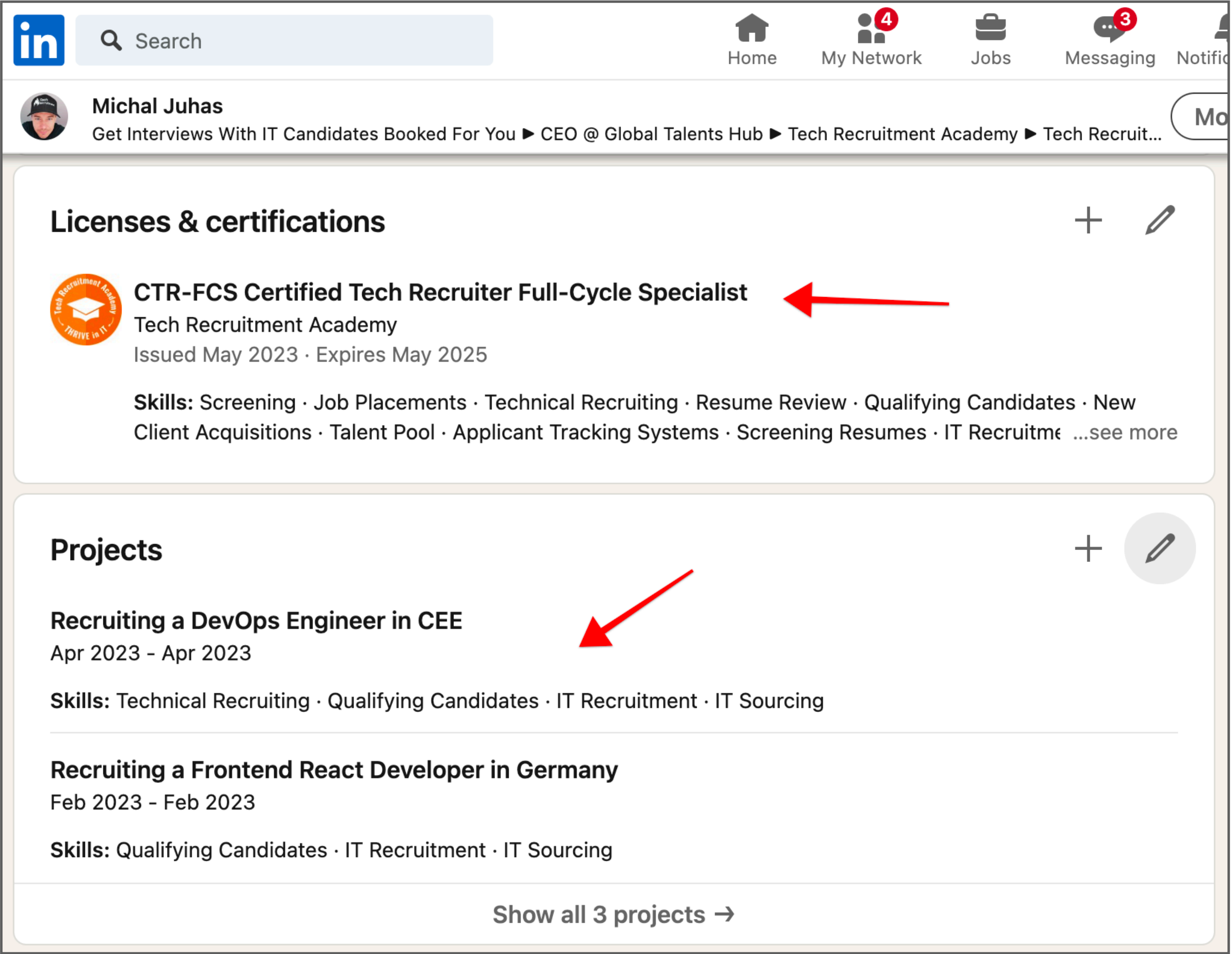
|                                                                   |
|-------------------------------------------------------------------|
| <b>3. KEYWORDS</b><br>What keywords are SPECIFIC to this IT role? |
|                                                                   |
|                                                                   |
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|                                                                   |
|                                                                   |
|                                                                   |
|                                                                   |
|                                                                   |
|                                                                   |

|                                                  |
|--------------------------------------------------|
| <b>4. SENIORITY</b><br>How many years targeting? |
| 5-8 years                                        |
|                                                  |
|                                                  |
|                                                  |
|                                                  |
|                                                  |
|                                                  |
|                                                  |
|                                                  |
|                                                  |

|                                            |                                                 |
|--------------------------------------------|-------------------------------------------------|
| <b>5. SYNONYMS &amp; ALTERNATIVE TOOLS</b> |                                                 |
| <b>Keyword</b>                             | <b>Boolean String – use ( ) brackets and OR</b> |
| React                                      | (React OR React.js OR ReactJS)                  |
| Frontend                                   |                                                 |
| Engineer                                   |                                                 |
| Software                                   |                                                 |
| SASS                                       |                                                 |
| Jest                                       |                                                 |
|                                            |                                                 |
|                                            |                                                 |

|               |            |
|---------------|------------|
| <b>Search</b> | <b>Str</b> |
| 1             | All s      |
| 2             | Only       |
| 3             | Only       |
| 4             | Too        |
| 5             | Too        |
|               |            |
|               |            |
|               |            |

# Get a Certificate And Feature Your New Recruiting Projects



# We've Trained Recruiters Who Work In These Awesome Companies:



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Chan  
Zuckerberg  
Initiative 



**CSI** Companies



McKinsey  
& Company

**Booking.com**

**KELLY**  
SERVICES



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Michael Page

**PHILIPS**

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