



Tech Recruitment Academy

Tech Recruiter Certification

100% ONLINE

**Self-Study Certified
Tech Recruiter Courses**

International students (US, CA, UK, EU)

Elevate Your Recruiting Game

Do you face these challenges with your tech recruitment team?

- **Newbie Struggles:** Onboarding fresh talents who are unfamiliar with IT, yet need to screen top-tier IT candidates?
- **Confidence Crisis:** Recruiters lacking IT knowledge and, thus, hesitant to assess IT candidates?
- **Senior Productivity:** Seeking to enhance the proficiency and productivity of your seasoned tech recruiters?
- **Motivation Matters:** Struggling to keep your tech recruiters passionate and driven?

Your Solution is Here: Tech Recruitment Academy

Welcome to the world's leading online training platform exclusively tailored for Tech Recruiters.

Our academy is designed to bridge the knowledge gap, infuse confidence, boost productivity, and kindle motivation in every tech recruiter.

Why Tech Recruitment Academy?

Globally Recognized: Trusted by leading giants like Manpower, Experis, Accenture, Aditi Staffing, and countless boutique staffing agencies spanning the US, Canada, UK, Singapore, Thailand, Australia, and Europe.

Founder's Edge: Spearheaded by Michal Juhas, our academy is rooted in real-world IT experience. As a former software engineer and CTO, Michal infuses the platform with insights that are beyond textbooks.

Massive Network: Join an elite group of over 30,000 technical recruiters. Learn, share, network, and grow together.

Achieve Technical Recruiting Excellence

Tech Recruitment Academy isn't just a course; **it's a transformational experience.** We aim to turn the challenges of tech recruiting into your agency's strengths.

"It's not just about finding the right candidate. It's about understanding tech so deeply that the right candidates want to find you." — Michal Juhas

Connect with us and unlock the future of tech recruitment. Experience the Tech Recruitment Academy difference. Welcome to excellence!

Trusted Partner To International Staffing Agencies



Graduates of Tech Recruitment Academy work in well-known companies around the world:

accenture

SAP

facebook

Adecco

Google

Manpower

**Chan
Zuckerberg
Initiative**

aws

CSI Companies

pwc

Experis
ManpowerGroup

**McKinsey
& Company**

Booking.com

**KELLY
SERVICES**

BOSCH

XPRESS
recruitment

iventa

randstad

**ADITI
STAFFING**

Lufthansa

**VITA
STAFFING VER**

accessa
RaRc
Part of the
Ratiodata
Group

Reed

Michael Page

PHILIPS

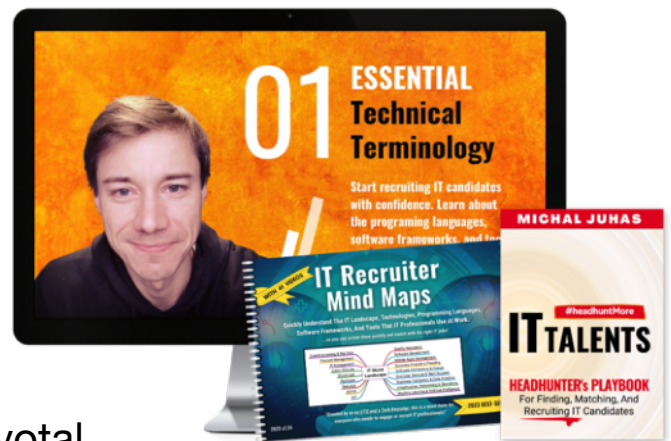
Our Training Modules Include:

#1: Essential IT Terminology

10 hours of immersive video content

Deep Dive into the IT World

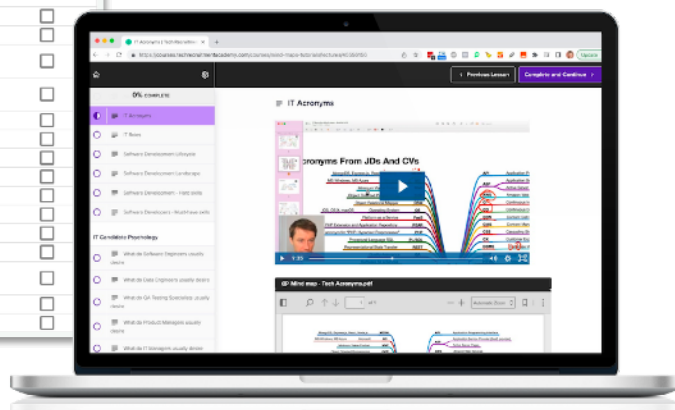
Embark on a journey to master the intricate landscape of the IT sector. In this foundational module, recruiters will unlock the keys to understanding the IT domain's most critical elements, from core roles to pivotal programming languages.



What's Inside:

- **70 Comprehensive Mind Maps:** Visualize the IT domain with ease and clarity, simplifying complex concepts into easy-to-understand diagrams.
- **Interactive Worksheets:** Strengthen your grasp on the tech landscape through engaging exercises.
- **Quizzes & Challenges:** Test your knowledge at every step, ensuring your readiness to engage with IT professionals effectively.

Essential IT Terminology - Quiz	
Question	Do you know?
What software frameworks do Frontend Developers usually use?	<input type="checkbox"/>
When a developer says "I prefer GCP over AWS" What does he mean?	<input type="checkbox"/>
When a developer says "I cannot say that I did enough development as a BE" What does he actually mean?	<input type="checkbox"/>
Who uses CI or CD tools?	<input type="checkbox"/>
What is ASP.NET used for?	<input type="checkbox"/>
Who knows HTML the best out of these three: Frontend Developer, Backend Web Developer, Fullstack JavaScript Developer?	<input type="checkbox"/>
When a developer works with the MERN stack, what does he use? => JavaScript / TypeScript	<input type="checkbox"/>
When a developer works with the MEAN stack, what does he use? => TypeScript	<input type="checkbox"/>
When a developer works with the LAMP stack, what does he actually use? PHP	<input type="checkbox"/>
What is FE Developer when it's on a CV or JD?	<input type="checkbox"/>
What five programming languages do Backend Developers use?	<input type="checkbox"/>
What two programming languages do Frontend Developers use?	<input type="checkbox"/>
Who is supposed to design custom UI components?	<input type="checkbox"/>
What software frameworks do Backend C# Developers usually use?	<input type="checkbox"/>
What software frameworks do Backend Python Developers usually use?	<input type="checkbox"/>
What testing frameworks do JavaScript Developers have listed on their CVs (or are required by HMs)?	<input type="checkbox"/>
What software frameworks do Backend PHP Developers usually use?	<input type="checkbox"/>
What software frameworks do Backend Java Developers usually use?	<input type="checkbox"/>



Key Takeaways:

- **Demystify IT Jargon:** Say goodbye to the confusion of tech speak. Become fluent in the terms and language used in the IT sector.
- **Decode IT Roles:** Understand the nuances of various IT roles, their responsibilities, and skills. This knowledge ensures that you're speaking the same language as the candidates you're pursuing.
- **Deep Dive into Software Frameworks:** Get a handle on the diverse range of software frameworks, helping you identify the best-fit candidates for specific tech roles.
- **Comprehend Programming Languages:** Dive deep into the world of coding languages, ensuring you spot the right talent every time.

Transformative Benefits:

- **Boost Confidence:** Engage in technical discussions with clarity and conviction. Never again feel out of depth when conversing with IT candidates.
- **Enhance Efficiency:** Speed up the recruitment process by instantly recognizing candidate qualifications and alignment with job requirements.
- **Elevate Credibility:** Earn the respect of IT professionals by showcasing a deep understanding of their domain.

Your Evolution as a Tech Recruiter:

By completing this module, you will not just be a recruiter; you'll become a **Tech Recruiter Specialist**. Position yourself as the go-to expert in IT recruitment, stand out in the industry, and watch as top IT professionals gravitate towards you.

This module will unlock unparalleled expertise in IT recruitment!

#2: Analyzing IT Job Requirements

4 hours of in-depth video content

Decode the Language of IT Hiring

The secret to successful tech recruitment lies not just in understanding the IT domain, but in accurately interpreting the requirements of IT roles. Dive deep into the essence of IT job descriptions and emerge with the proficiency to dissect and analyze them to the finest detail.



What's Inside:

- **Real-World Case Studies:** Learn from practical scenarios, illustrating the art of reading between the lines in IT job requirements.
- **20 Specific Mind Maps:** Armed with incisive questions, these mind maps become your toolbox in dissecting job descriptions and extracting crucial details.

Key Takeaways:

- **Master Job Description Analysis:** Get to the core of what hiring managers are looking for, ensuring a perfect match every time.
- **Craft Tailored Questions:** Use your deep understanding to frame insightful questions, enhancing the clarity and depth of your discussions with hiring managers.
- **Transition from Recruiter to Advisor:** Elevate your position from just a recruiter to a trusted IT hiring consultant.

Transformative Benefits:

- **Achieve Precision in Recruitment:** Minimize mismatches and misunderstandings by aligning candidates perfectly with job requirements.

- **Forge Stronger Partnerships:** With your enhanced skills, be perceived as an indispensable asset by IT hiring managers.
- **Earn Advisory Status:** Guide hiring managers with your expertise, helping them refine their requirements and attracting the best IT talents.

Job Description Analysis

Job Description URL >> paste here:

PART 1 - Intake meeting notes

Use these questions during a meeting with hiring manager. Collect a

The Company
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?

The Team The Candidate Will Work With
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?

The Product/Project The Candidate Will Work On
What's interesting about it?
Who uses the product?
Technologies used
Interesting challenges ahead:
Visual representation of what the team is working on?

Your Evolution in the IT Recruitment Journey:

Upon completing this module, you'll become more than just a recruiter; you'll be an **IT Job Analysis Expert**. Establish a reputation for excellence, making both candidates and hiring managers rely on your keen insights and expertise.

Deepen your analytical prowess in IT recruitment. Enroll now and revolutionize your approach!

#3: IT Talent Sourcing

5 hours of primary video content
+ 80 hours of bonus webinar replays

Master the Art of Finding IT Talents

The heart of recruitment lies in discovering the perfect talent. Dive into the intricate world of IT candidate sourcing and harness the strategies and tools that will turn you from a seeker into a finder.



What's Inside:

- **Advanced Boolean Search Techniques:** Navigate the vast online talent ocean with precision, using finely-tuned search queries.
- **Common Search Mistake Awareness:** Steer clear of pitfalls and dead-ends by understanding where others commonly go wrong.
- **Ultimate Sourcing Webinar Library:** Access an unparalleled collection of over 80 in-depth webinar replays, each diving deep into the nuances of sourcing IT candidates for various roles.

Sourcing Keywords	
SEARCH	TITLE
#1 - Those with Senior Frontend Engineer title	
#2 - Those with Frontend Engineer title but not Senior	
#3 - Those with React skill (or title) but not Frontend Engineer title	
#4 - Those with JavaScript and Frontend in skills or keywords but not Frontend Engineer title	
KEYWORDS	Alternative Boolean
Senior	(Senior OR Sr OR Snr)
Junior	
JavaScript	
TypeScript	
React	
Node	
Developer in Germany	
Engineer in Germany	
Message Queues	
AWS	
GCP	
Microservices	("Micro Service" OR microservices)
Fullstack	
Frontend	



Key Takeaways:

- **Efficient Sourcing Strategies:** Unlock methods to streamline your search process, cutting down time without compromising quality.
- **Boolean Search Mastery:** Use logical and strategic searches to zero in on the ideal IT candidates every time.
- **Engaging Outreach Techniques:** Learn the art of crafting compelling messages that grab the attention of IT professionals.

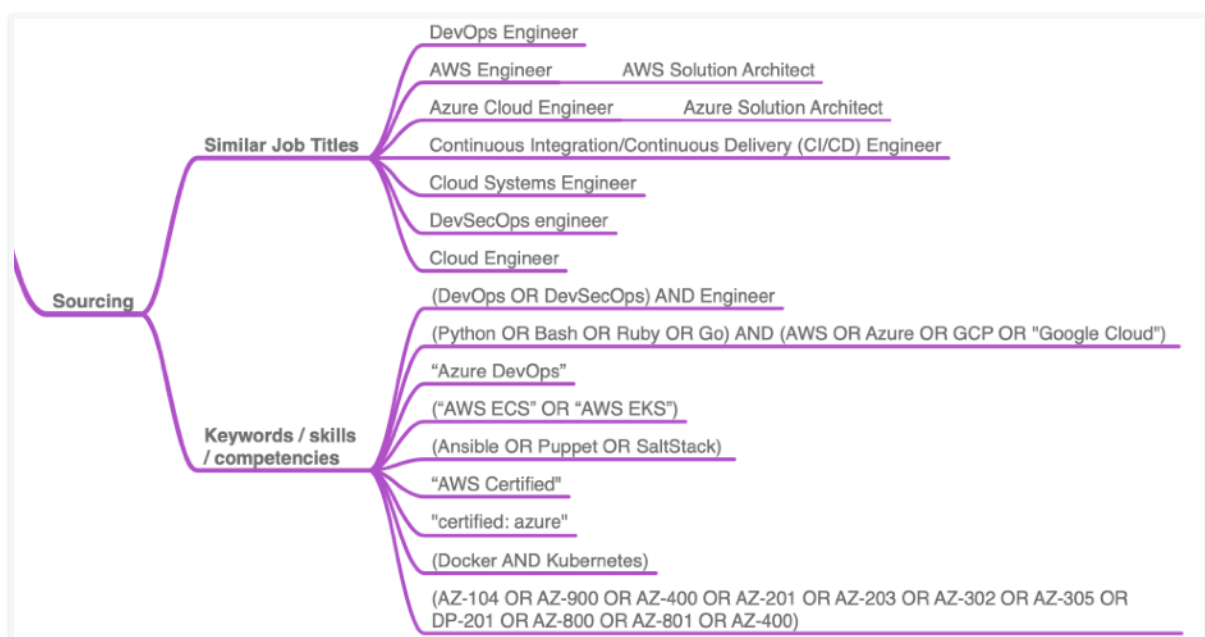
Transformative Benefits:

- **Enhanced Discovery:** No more long hours spent on fruitless searches. Find the right IT talents swiftly and efficiently.
- **Increased Response Rates:** Through engaging outreach methods, witness a surge in positive responses from potential candidates.
- **Continuous Learning:** With the vast library of webinars, always stay updated with the latest sourcing strategies and trends.

Your Elevated Status in IT Recruitment:

Completion of this module doesn't just add to your skills—it transforms you into an **IT Sourcing Maestro**. Stand out with your efficient and effective sourcing methods, making you the top choice for businesses and candidates alike.

Elevate your sourcing game to unparalleled heights. Dive in now and make every search count!

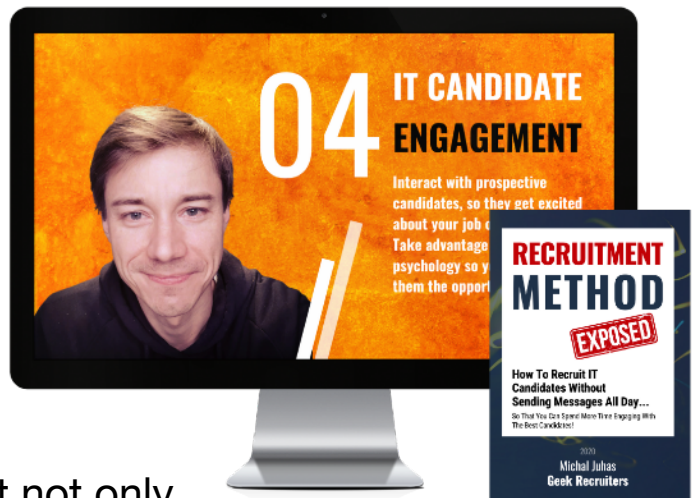


#4: IT Candidate Engagement

4 hours of video content

Harness the Power of Persuasion for Top IT Talents

In a market overflowing with opportunities for IT professionals, your engagement strategy is the key to standing out. Delve into the intricacies of IT candidate psychology and craft messaging that not only piques their interest but also compels them to respond.



What's Inside:

- **IT Candidate Psychology Deep Dive:** Understand the core motivations, aspirations, and preferences of IT professionals, setting the foundation for tailored engagement.
- **Engaging on LinkedIn:** Learn the dos and don'ts of LinkedIn messaging, ensuring your outreach stands out amidst the crowd.
- **Crafting Compelling Emails:** Harness the power of email by understanding the perfect structure, tone, and content that makes IT professionals click.
- **Real-World Engagement Scenarios:** Benefit from hands-on learning through authentic case studies, examples, and message breakdowns.

Key Takeaways:

- **Psychology-Driven Engagement:** Craft messages based on a deep understanding of what resonates with IT talents, ensuring they see the value in every opportunity you present.
- **Maximize Response Rates:** Through strategic and insightful engagement, increase your chances of securing positive and enthusiastic responses from top candidates.

- **Practical Insights:** By analyzing real-world engagement scenarios, refine and perfect your outreach methods.

Transformative Benefits:

- **Break Through the Noise:** In a saturated market, ensure your messages don't just reach IT professionals—they captivate them.
- **Elevated Conversations:** Engage IT candidates in deeper, more meaningful discussions about opportunities, fostering trust and rapport.
- **Increased Placement Success:** With a stronger engagement strategy, witness a surge in successful job placements.

Your Newfound Edge in IT Recruitment:

Upon concluding this module, you won't just be reaching out—you'll be truly connecting. Transcend the barriers of conventional recruitment and emerge as an **IT Engagement Expert**, making every message and outreach effort count.

Transform your IT recruitment engagement. Enroll now and connect with confidence!

Sending Messages To Prospective Candidates

Imagine you're recruiting Java developers. You need to connect on LinkedIn. Write a connection request message (less than 300 characters).

Connection message on LinkedIn

Imagine you're recruiting Java developers and have 20 InMail credits on LinkedIn. Write an InMail message.

Subject

InMail Body

Imagine you are proactively building the talent pool. Write a message to an IT professional to connect with.

Talent pool / Role


Individual message on LinkedIn

Imagine you're recruiting Java developers and have 200 prospective candidates in talk. Write a mass email to them.

Subject

Email Body

immerse.io VR - HoloLens app




Michal Juhas • March 31, 2022, 5:47 PM

Hi Bartosz, I noticed you worked on immerse.io that integrates VR training... and I also work with an engineering team that creates a product that uses AR/VR HoloLens app.

They create an innovative solution for industry 4.0 so that specialized technicians can work remotely from one location for 10 different ones in the same day and don't need to travel around the globe!

I noticed you also have software development background and if your expertise with VR could help the engineering team scale faster.

Test automation transition challenge



Michal Juhas • March 24, 2022, 5:56 PM

Hi Norbert, I've noticed on your profile you are open for new challenges and learning new technologies... and I'm working with an engineering team based in Germany and Dubai that is experiencing massive growth.

That means its software—with robust & distributed architecture—needs to be properly tested while they are transitioning from manual to automated testing.

The team is looking for someone who could help them set things up in terms of test automation... which could be a nice learning & growth opportunity for someone like you.

This could be a dream job if you've ever wanted to work REMOTELY, so pls let me know if you'd like to discuss how to transition to working remotely for this western company.

#5: IT Candidate Screening

5 hours of insightful video content

Navigating the Crucial Phase of Recruitment with Precision

The pivotal moment in IT recruitment is the screening and interview process. Transform the way you assess IT candidates, ensuring you identify not just skills but the right fit. With the right tools and insights, become the gatekeeper who ensures only the best talents move forward.



What's Inside:

- **Deep Dive into Common IT Roles:** Gain clarity on the key responsibilities, skills, and expectations for the most prevalent IT roles.
- **Expert Interview Techniques:** Learn to steer video call interviews effectively, ensuring you extract valuable insights every time.
- **Screening Best Practices:** Develop a sharp eye to spot potential red flags, making certain you only invest time in the most promising candidates.
- **Real-World Screening & Interview Scenarios:** Experience firsthand through genuine case studies, direct call examples, and insightful candidate reports curated by Michal Juhas, the renowned tech recruitment expert.

Key Takeaways:

- **Efficient Pre-Screening:** Avoid the pitfalls of time-consuming mismatches by quickly identifying and filtering out unsuitable candidates.
- **Confident Interviewing:** Bolster your interviewing skills to engage, assess, and judge IT candidates' suitability with unwavering confidence.

- **Detailed Candidate Reporting:** Understand how to synthesize interview insights into comprehensive reports, paving the way for informed hiring decisions.

Preparing For A Screening Call

Job Description URL

Self-Assessment Qualification Questions ()

The following Yes/No questions will help you invite the right candidate.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Screening

- "For how long have you been managing cloud servers?"
- "Which cloud provider do you specialize in?" "Do you have any cloud certification?"
- "Which configuration management tool have you used in your previous project?"
- "What was the size of the largest infrastructure that you managed?"
- "If you were to deploy Docker containers to XX cloud, how would you do it?"
- "Have you managed private cloud?" "With CloudStack or OpenStack?"
- "Have you managed cloud computing virtualization platform with vSphere?"
- "Are you responsible for security issues or is there anyone else on the team?" "Security certification?"

Screening Call Template

The following questions should be answered on a candidate screening call.

To add a new line, hold the ALT key and then press the Enter key (or Command key if you're using a Mac)

Screening

- What experience do you have with database technologies? Which ones are you most familiar with?
- How do you ensure data quality and consistency in a data pipeline?
- Can you describe a time when you had to optimize a data pipeline for performance or efficiency?
- What ETL tools have you worked with in the past? Which ones are you most familiar with?
- How do you ensure the security and privacy of data in a data pipeline?
- What experience do you have with cloud computing platforms like AWS, Azure or GCP? Which services are you most familiar with?
- Can you explain the concept of data partitioning and how it can improve data processing?
- Can you describe how you would design a data architecture for a large-scale project?
- Have you ever worked with big data technologies like Hadoop, Spark or Flink? What was your role in the project?

Interview

8. Can he learn X technology quickly... ?

Transformative Benefits:

- **Maximized Recruitment ROI:** Ensure that every candidate you forward is worth the investment, boosting your success rate and credibility.
- **Elevated Candidate Insights:** Dive deeper into conversations, extracting invaluable information that goes beyond just the CV.
- **Strengthened Decision-Making:** With detailed reports and insights, provide hiring managers with the clarity they need to make the best hiring choices.

Your Mastery in IT Recruitment:

Completing this module transforms you into an **IT Screening & Interview Virtuoso**. The ability to discern, engage, and assess candidates effectively ensures that your role becomes indispensable in the recruitment chain, making every effort prior to this stage count.

Perfect the art of IT candidate assessment. Enroll now and ensure every interview is a step closer to the perfect hire!

Certification Exam & Certificate

45 minutes

Validate Your Expertise & Elevate Your Career

Your journey through our comprehensive tech recruitment training culminates in a robust examination, designed to evaluate your skills, insights, and expertise. This is more than just a test—it's your gateway to standing out in the tech recruitment field.



What to Expect:

A Rigorous 45-Minute Assessment: Delve into a balanced mix of multiple-choice and open-ended questions, challenging every aspect of your learned expertise.

Why It's Crucial:

- **A Testament to Your Proficiency:** Passing the exam isn't just an achievement—it's a testament to your readiness to excel in the tech recruitment space.
- **Tangible Proof of Your Skills:** The certificate isn't just a piece of paper. It's proof of your dedication, hard work, and, most importantly, your mastery in tech recruitment.
- **A Boost in Professional Credibility:** Proudly feature your certification on LinkedIn and in your resume, showcasing your enhanced expertise to employers and peers.

Transformative Benefits:

- **Elevated Career Trajectory:** Certified recruiters stand out, receiving recognition and preference in a highly competitive field.

- **Enhanced Confidence & Credibility:** Approach your role with renewed vigor, knowing that you're now operating with a verified set of skills and knowledge.
- **Increased Success Rate:** Certified recruiters don't just succeed—they excel, outperforming peers and setting new benchmarks in tech recruitment.



Your Stamp of Excellence in Tech Recruitment:

Earning this certificate is not just about completing a course—it's about claiming your spot as a leading professional in the tech recruitment arena. Differentiate yourself, bringing tangible value to every recruitment project you touch.

Seal your commitment to tech recruitment excellence. Take the exam, earn the certificate, and let the world recognize your expertise!

The screenshot shows a LinkedIn post from Dwi Arum Setyoningtyas, a Human Resources Consultant and IT Technical Recruiters | Certified Assessor AC. The post features a certificate of completion from Tech Recruitment Academy. The certificate is titled 'CERTIFICATE OF COMPLETION' and is presented to Dwi Arum Setyoningtyas for successfully completing the 'Full-Cycle Tech Recruitment Master Class' held in Q2 2023. The certificate is dated July 13, 2023, and is signed by Michal Juhas, Program Coordinator. The post has 4 comments and 18 reactions. The user's profile is visible on the left, and a sidebar on the right shows a follow button and navigation links.

Enroll Your Team In Our Premium Certification Courses

Module Included	Technical Sourcer Course	Technical Recruiter Course
		
#01: Essential IT Terminology	✓	✓
#02: Analyzing IT Job Requirements		✓
#03: IT Talent Sourcing	✓	✓
#04: IT Candidate Engagement		✓
#05: IT Candidate Screening		✓
Certification Exam	✓	✓
	€397	€497

Our Story



2017

Bangkok, Thailand

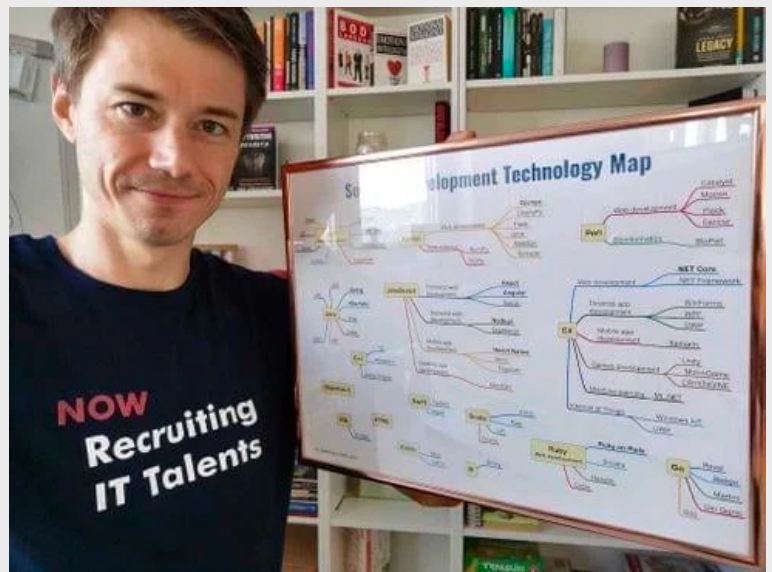
The founder, Michal Juhas, worked until 2017 as the CTO (Chief Technology Officer) in a fast-growing startup in Thailand, Bangkok, where he directly hired and managed dozens of software engineers.

As he tried to engage local technical recruiters to help him find and recruit the right software engineers, he was frustrated with the quality of recruiters. They didn't know much about the IT world, couldn't screen IT candidates, and provided very little added value as a result. He went on to change it!

2018

The First Mind Map Created

In 2018, just a few months after Michal got back from Thailand to Slovakia, he created his first mind map to explain the most common programming languages and software frameworks to local HR staff.



They loved the mind map which encouraged Michal to create other ones. Today, the popular Mind Maps eBook includes 70+ specific mind maps that cover most of IT roles in depth.



2019

The First Training

In 2019, Michal started organizing seminars for small groups of HR managers and technical recruiters.

Their positive feedback encouraged Michal to establish Geekruter, which was later rebranded to "Tech Recruitment Academy."

2020

New eLearning Platform

In 2020, Michal and his colleagues released a new platform that would enable recruiters from around the world to benefit from Michal's vast knowledge of IT and IT recruitment.

The platform quickly onboarded thousands of users who started learning from new pre-recorded videos, screen shares, Live session replays, and mind map tutorials.



2021

New Professional Training

Corporate clients started asking for advanced sessions that would cover topics such as "Recruiting DevSecOps specialists" or "Recruiting CISCO ACI Network Engineers."

The team at Tech Recruitment Academy developed several deep-sourcing strategies.

2022

Bounty Hunters

In 2022, we started engaging a community of so-called "Bounty Hunters" who are senior IT recruiters looking for new opportunities and side jobs where they could submit candidates to international clients.

We regularly organize group training sessions for the community and even developed a candidate submission software platform where the Bounty Hunters submit pre-screened candidates.



2023 🔥

Europe, Americas, Asia

Our team supports thousands of recruiters, Bounty Hunters, staffing agencies, and clients from the US, Canada, the UK, UAE, India, Singapore, Malaysia, Vietnam, Egypt, Mexico, Argentina, Brazil, and (of course) several European countries.

We provide certification courses, 1-on-1 mentoring, online group training, and private team training for international staffing agencies and corporations.



Get In Touch

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Website:

- <https://techrecruitmentacademy.com>

Social media:

- [YouTube Channel](#)
- [Podcast](#)
- [Instagram](#)
- [TikTok](#)

Testimonials:

- <https://techrecruitmentacademy.com/testimonials>
- [TrustPilot reviews](#)

