


Tech Recruiter **STARTER** Program


Start Recruiting IT Candidates And Get a 100% Remote Job By Working For High-Tech Startups – Even If You've Never Worked In Tech!


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 Starter Program?

The **Starter Program** is an online training program designed for people who have never worked in IT and would like to get into the tech industry and start recruiting highly-demanded IT candidates for high-tech companies.



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

People Joining The STARTER Program Want Better Jobs



I'd like to provide high level full circle recruiting services in Tech industry.



I'd like to become a skilled and experienced HR professional.



I'd like to get a job in a big tech business.



My goal is to become an independent, remote IT recruiter specializing in Data Analytics.



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 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 STARTER Program?



- 1. Understand Tech Basics.** Learn the Tech jargon so you can understand and discuss IT jobs like a pro, acquire foundational knowledge of key IT technologies, programming languages, trends, and the IT sector.
- 2. Find the Right Tech People.** Learn to spot the tech experts that companies really want to hire. Become really good at finding candidates with the specific tech skills sought after in the industry.
- 3. Get Noticed by Candidates.** Discover how to get techies interested and replying to your messages and cultivate the ability to communicate effectively with IT candidates.
- 4. Match Candidates With Vacancies:** Learn shortcuts to match IT candidates with jobs faster than ever and master the art of evaluating IT candidates' skills, experience, and cultural fit.
- 5. Build Your Sourcing Portfolio.** Get practical experience and work on placing your first candidates so you have a track record of successfully finding and placing IT candidates when you look for your next job.
- 6. Use The Right Software & AI Tools.** Learn how to use popular ATS, start using smart tech tools that make finding great candidates simpler, and get introduced to AI tools that can be leveraged in tech recruitment.
- 7. Improve Your CV.** Build your portfolio of sourcing projects on your LinkedIn and improve your Resume so you get invited for job interviews by high-tech companies or agencies looking for Remote Tech Recruiters.
- 8. Get a Better Remote Job:** Nail your upcoming interviews for Remote Technical Talent Sourcer or Full-cycle Tech Recruiter vacancies and get the job you were dreaming of!

Who Is The Starter Program For?



HR Specialist

Get the know-how to confidently recruit in the tech industry.



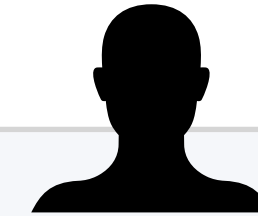
Career Changer

Transition into tech recruiting, where you can leverage your technical expertise and boost your income.



Stay-at-Home Parent

Re-enter the workforce with a focus on tech can find flexible, valuable skills to become key players in tech recruiting.



Tech High Achiever

Let this program to be the perfect launchpad for your success in the high-tech job market.

How Do You Know The Starter 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 Starter 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 Tech Recruiter Starter Program is based on our hands-on experience recruiting IT candidates for international clients, high-tech startups and scale-ups.

 accenture

 SAP

 facebook

 Adecco

 Google

 Manpower

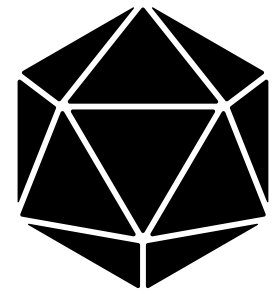
 Chan
Zuckerberg
Initiative

 aws

 CSI Companies

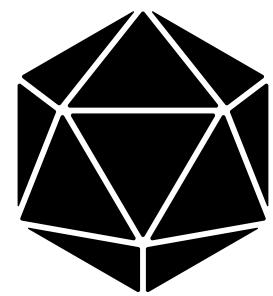
How Does The Starter Program Work?

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



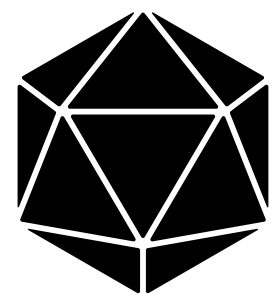
ELEMENT 01 – Daily Training & Exercises

You will receive daily content and engaging exercises designed to deepen your understanding of tech recruiting. This daily learning approach keeps you motivated and steadily builds the skills you need to excel in the field.



ELEMENT 02 – Real Clients & Projects

You'll work on **real job requirements and projects**, giving you hands-on experience to apply your newfound knowledge to real-world scenarios. This ensures you're job-ready and capable of delivering results from day one.



ELEMENT 03 – Group Coaching, Q&As & Community

Through group coaching sessions and our vibrant community, you'll have the opportunity to connect with your peers, share insights, and collaborate on solving complex recruiting challenges. This creates a supportive network that continues to offer guidance and motivation even after the course ends, ensuring your ongoing success in tech recruiting.

ELEMENT 01

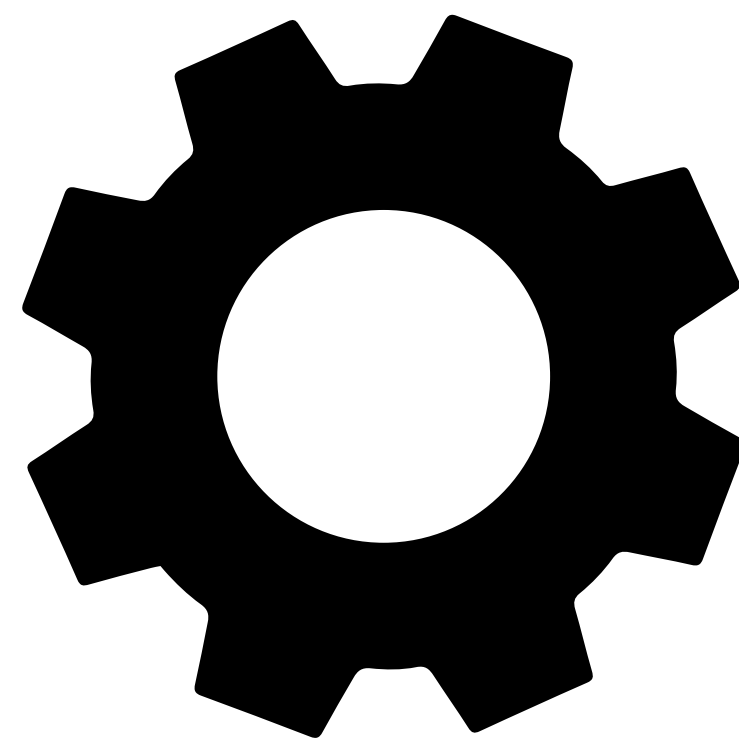
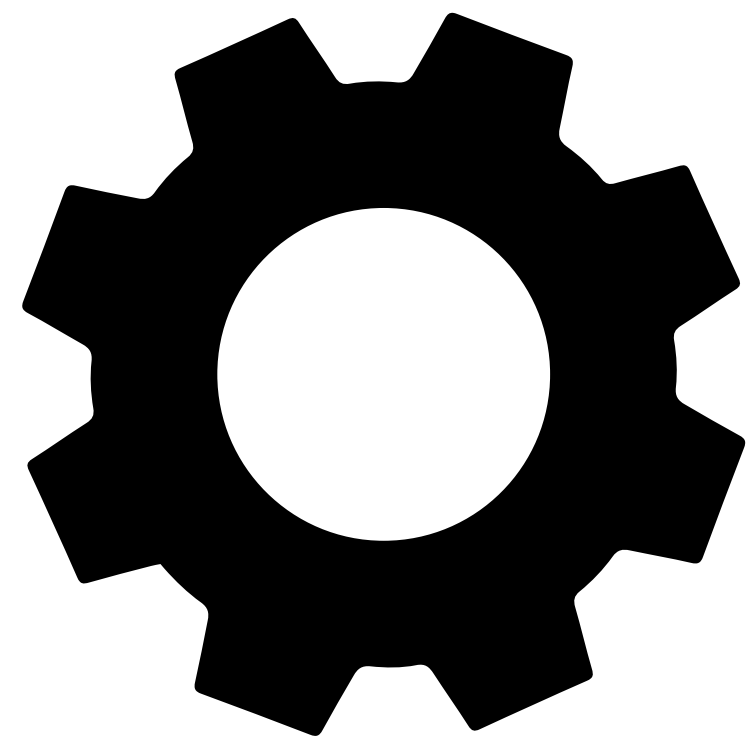
Content Covering Modern Tech Recruitment Strategies

In the first eight weeks, you'll watch short bite-sized videos and do one exercise (challenge) per week. In just a few days you'll start seeing transformative results.

Here are the modules:

IT TERMS

Learn The Essential IT Jargon

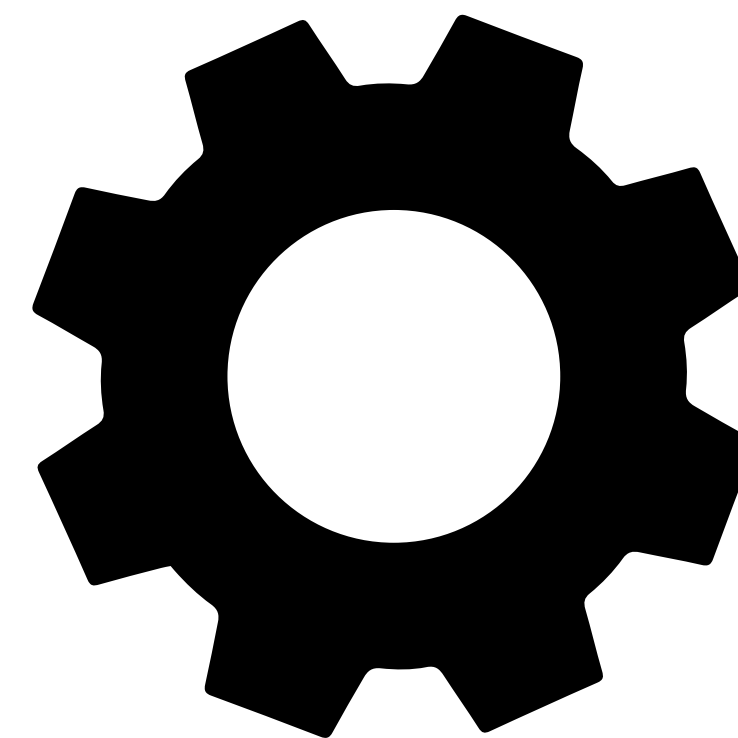
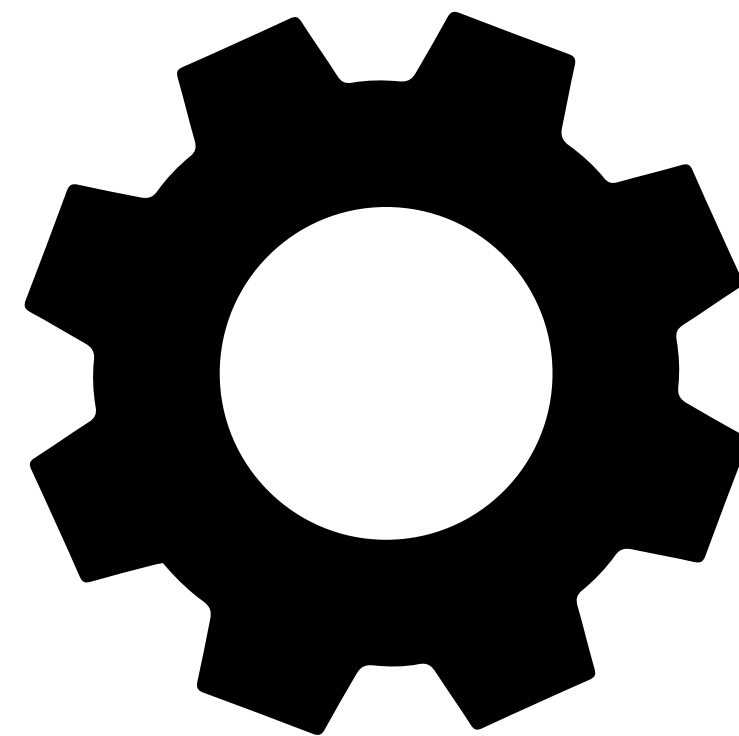


JOB REQ'S

Analyze Technical Job Requirements

JOB PROMO

Start Promoting IT Vacancies Properly

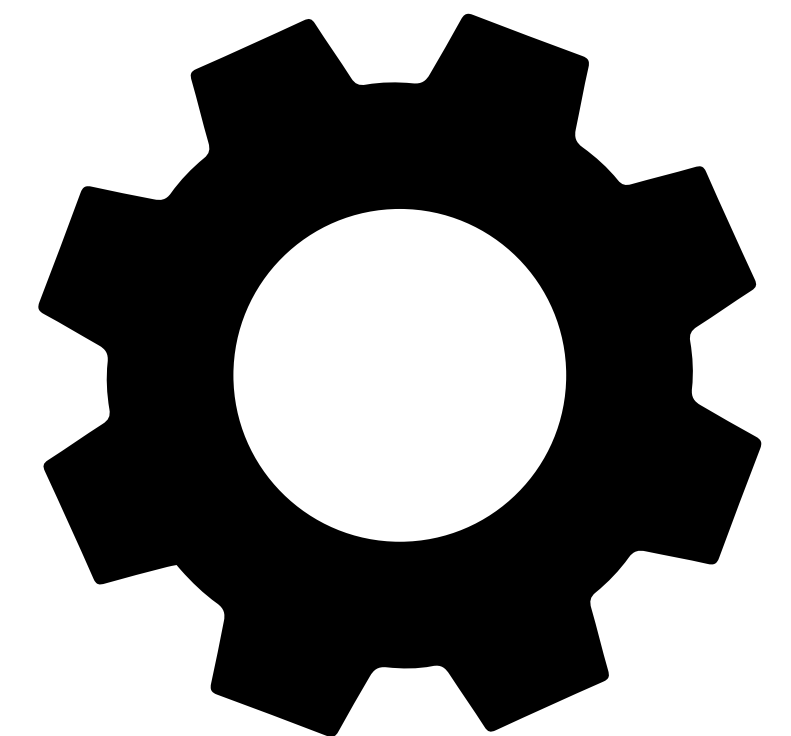
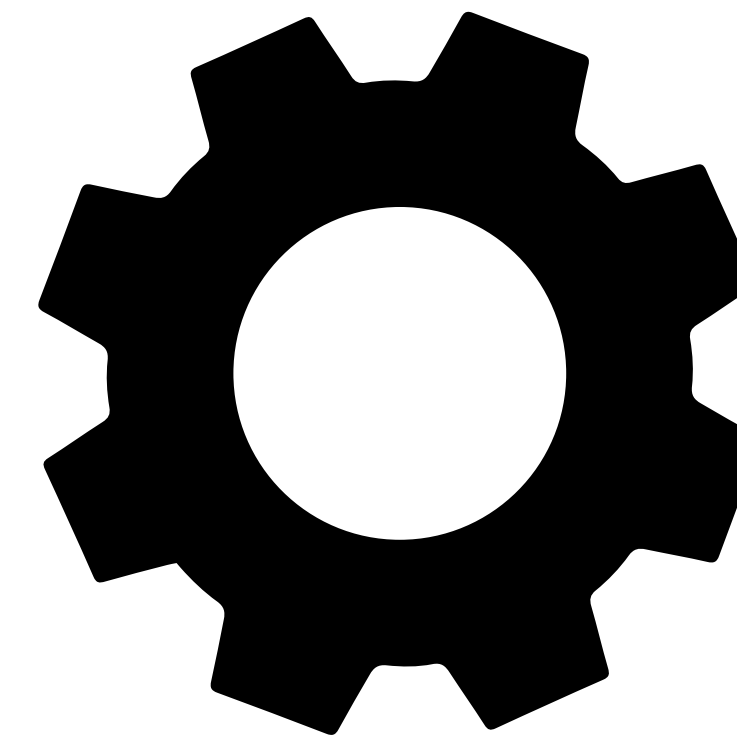


SOURCE

Become a Sourcing Jedi

ENGAGE

Get Candidates Excited



SCREEN

Interview IT Candidates Like a Pro!

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 closest 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

TOOLS - Use The Right Recruiting Tools

In this week, you'll learn how to use popular sourcing and recruiting tools so you can nail interviews with hiring managers. You'll explore the most advanced ATS systems

01 Popular ATS

02 Sourcing Tools

03 Productivity Tools

04 Building Your Database Of Candidates

05 Candidate Prospecting Tools

Week 08—CONTENT

JOB - How To Get a Tech Recruiter Job

In this week, you'll start preparing for your job interviews. You'll adjust your resume, add projects you worked on, and will start reaching out to potential employers.

01 Building the Perfect Resume

02 How to Get Interviews

03 Interview Preparation & Questions

04 Negotiating Your Salary

05 Feedback About Your CV And LinkedIn Profile

Real Clients & Projects

You'll work on real job requirements and projects, giving you hands-on experience to apply your newfound knowledge to real-world scenarios.

This ensures you're job-ready and capable of delivering results from day one.

Customer Success Manager - Remote from US/CA - BSW109

Remote Job
Senior

Our client develops an innovative software product manufacturing companies to construct small apartment factory as modules that plug...

Project Engineer - Bosnia and Herzegovina - KD100

Mostar, Federacija Bosne i Hercegovine, Bosnia and Herzegovina
Medior

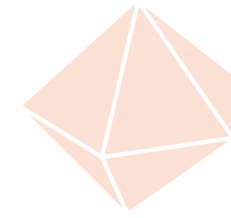
Our client is a growing SME based in Belgium and Bosnia-Herzegovina and supply tooling equipment all over Europe, USA and Latin America. I...

Group Coaching, Q&As And Community

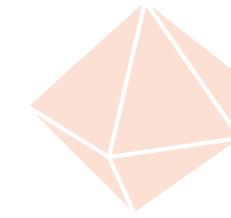
You'll join group coaching calls facilitated by one of our experts.

Through group coaching sessions and our vibrant community, you'll have the opportunity to connect with your peers, share insights, and collaborate on solving complex recruiting challenges. This creates a supportive network that continues to offer guidance and motivation even after the course ends, ensuring your ongoing success in tech recruiting.

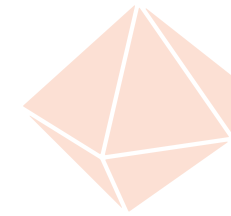
What's Included In The Starter Program?



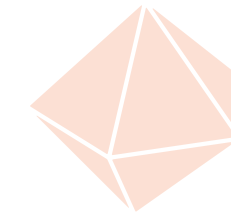
Access to your digital training



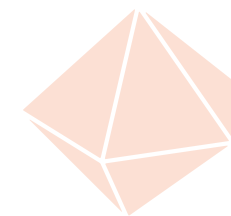
Group coaching calls with experts



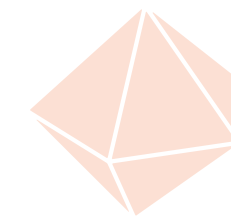
One-on-One mentoring sessions



Special offers for Live Events and continued education programs



Onboarding and prep exercises



Access to the Tech Recruiter community & network

Starter Program Timeline

Topic	Self-study	Project / Challenge	Zoom Call
IT Essentials	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	—	—
Recruiting Tools	2 hours	1-3 hours	—
How To Get a Job	1 hour	1 hour	30 minutes 1-on-1
Sourcing Project #1	—	3 hours	30 minutes 1-on-1
Sourcing Project #2	—	3 hours	30 minutes 1-on-1
TOTAL	24	15	7

Why Join The Starter 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.

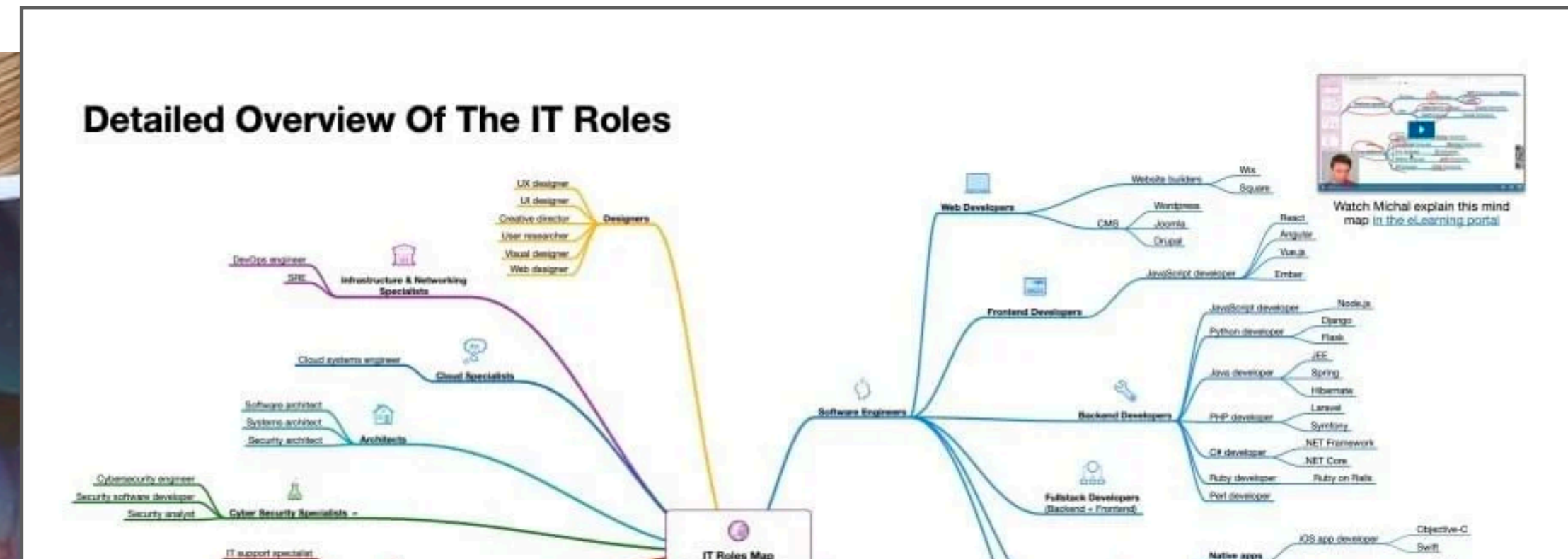
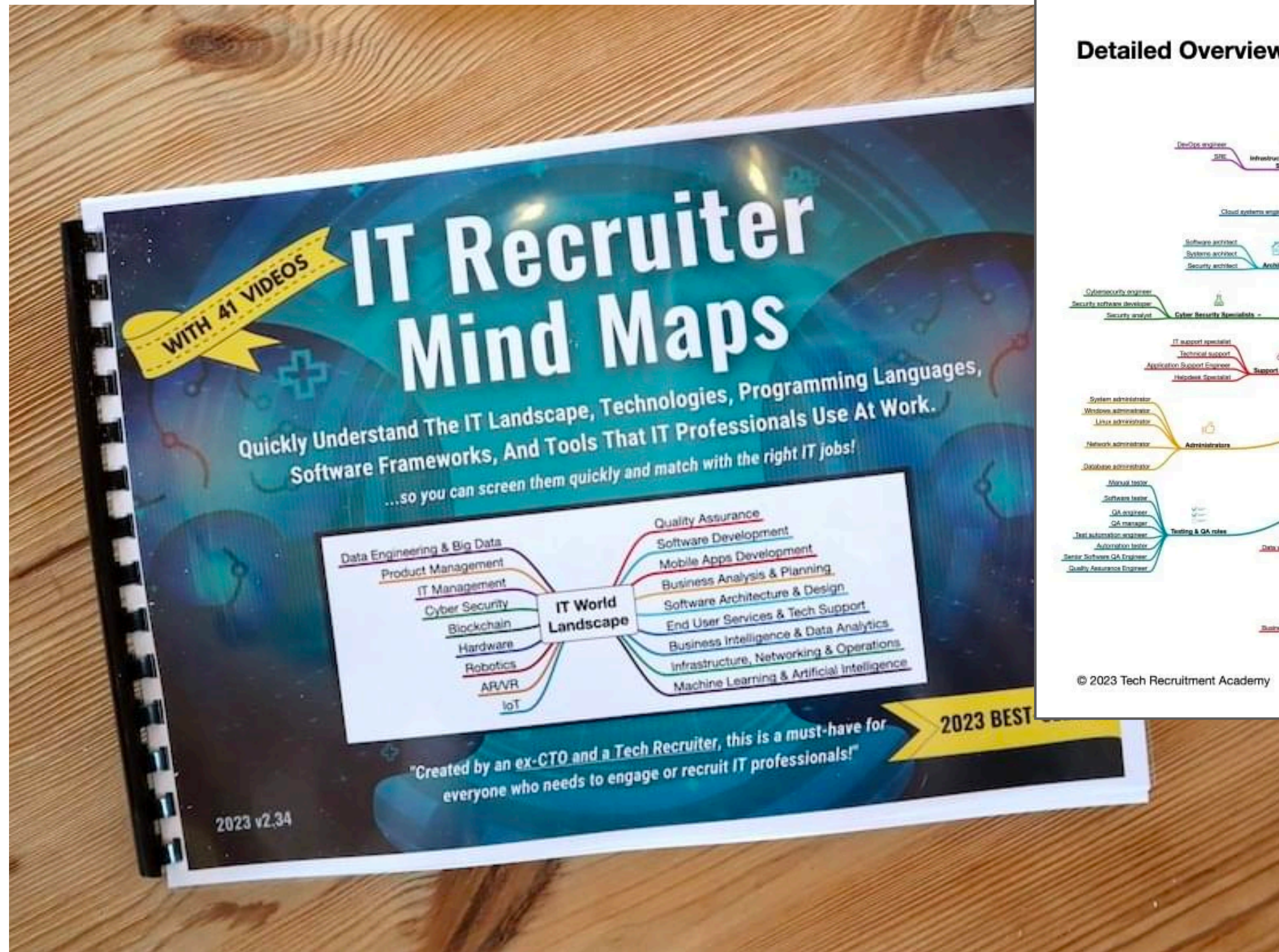
Limited Seats, Focused Attention. To maintain the quality and intimacy of our sessions, we cap the number of participants. Joining now guarantees your spot in this exclusive cohort, ensuring you get the attention and guidance you deserve.

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.

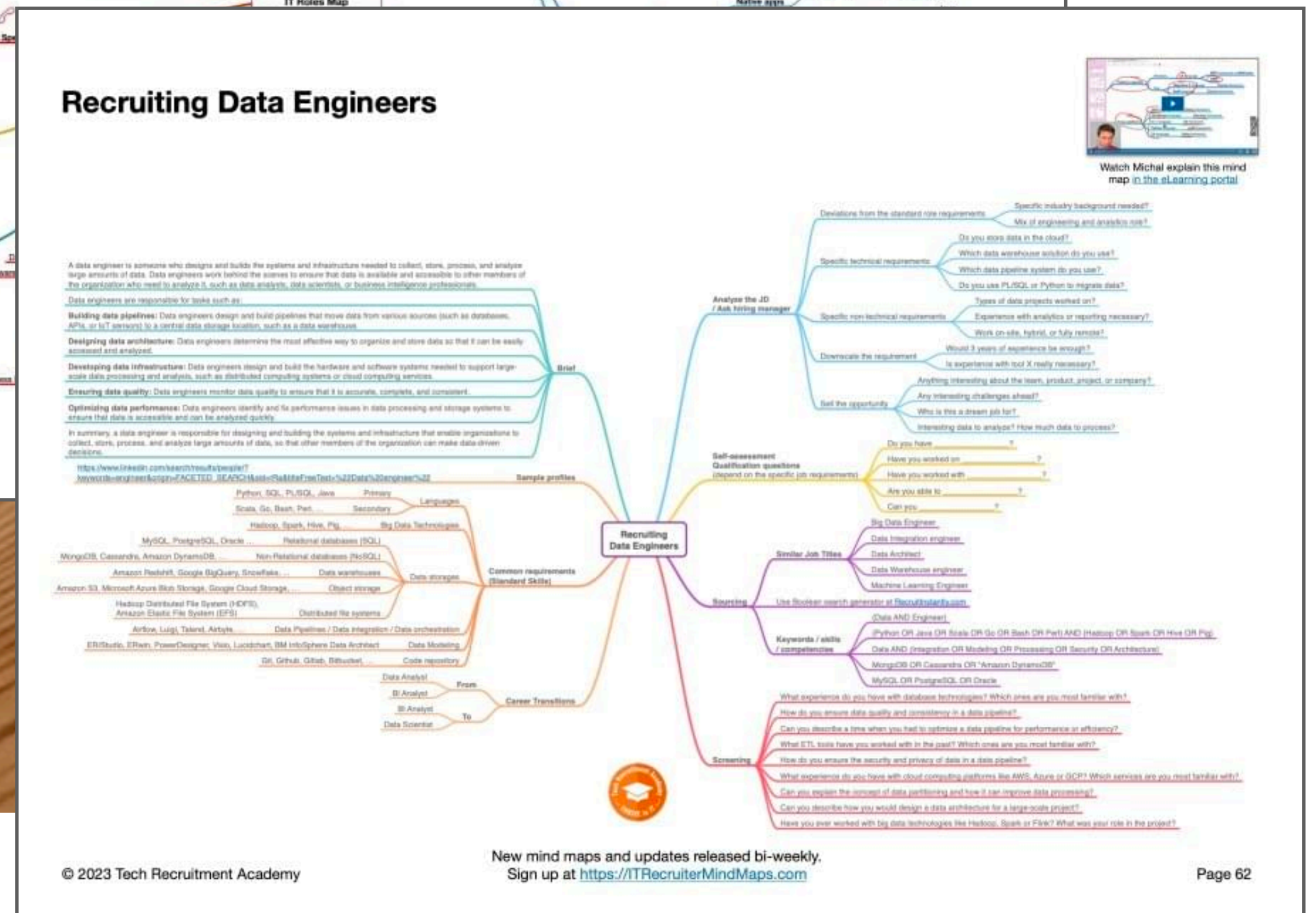
Immediate ROI. The sooner you refine your recruitment strategies, the quicker you'll see results. Faster fills, better candidate matches, and improved employer branding are just around the corner.

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.

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



© 2023 Tech Recruitment Academy



© 2023 Tech Recruitment Academy

New mind maps and updates released bi-weekly. Sign up at <https://ITRecruiterMindMaps.com>

Page 62

Use Our Powerful eLearning Platform

← Edit in Admin Preview as admin You can see both published and unpublished content

🏠 ⚙️

SDLC - How is software developed and maintained

- ✓ SDLC - How is software developed and maintained - Slides
- 🎬 SDLC - How is software developed and maintained - Video (27:28)
- ✓ SDLC - How is software developed and maintained - Quiz
- 📄 What I've Learned

Common IT Roles

- 📄 Download PDF Mind Map
- 🎬 Common IT Roles - Video (37:50)
- 📄 Common IT Roles - Quiz Draft
- 📄 What I've Learned

SDLC - How is software developed

© Tech Rec

Complete and Con

← Edit in Admin Preview as admin You can see both published and unpublished content

🏠 ⚙️

Programming languages vs. Software Frameworks

- 📄 Programming languages vs. Software Frameworks - Slides
- 🎬 Programming languages vs. Software Frameworks - Video (23:26)
- 📄 Programming languages vs. Software Frameworks - Quiz
- 📄 What I've Learned

Review #1

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

Job Titles - Software Engineers

- 📄 Download PDF Slides
- 🎬 Job Titles - Software Engineers - Video (59:05)

← Preview

Programming languages vs. Software Frameworks

Complete and Con

Enjoy Engaging Worksheets

Frontend React Engineer

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

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?

1. Search on LinkedIn

<https://www.linkedin.com/search/results/people/?keywords=frontend%20react%20developer>

2. TITLES

What titles do potential candidates have on their profiles?

3. KEYWORDS

What keywords are SPECIFIC to this IT role?

4. SENIORITY

How many years targeting?

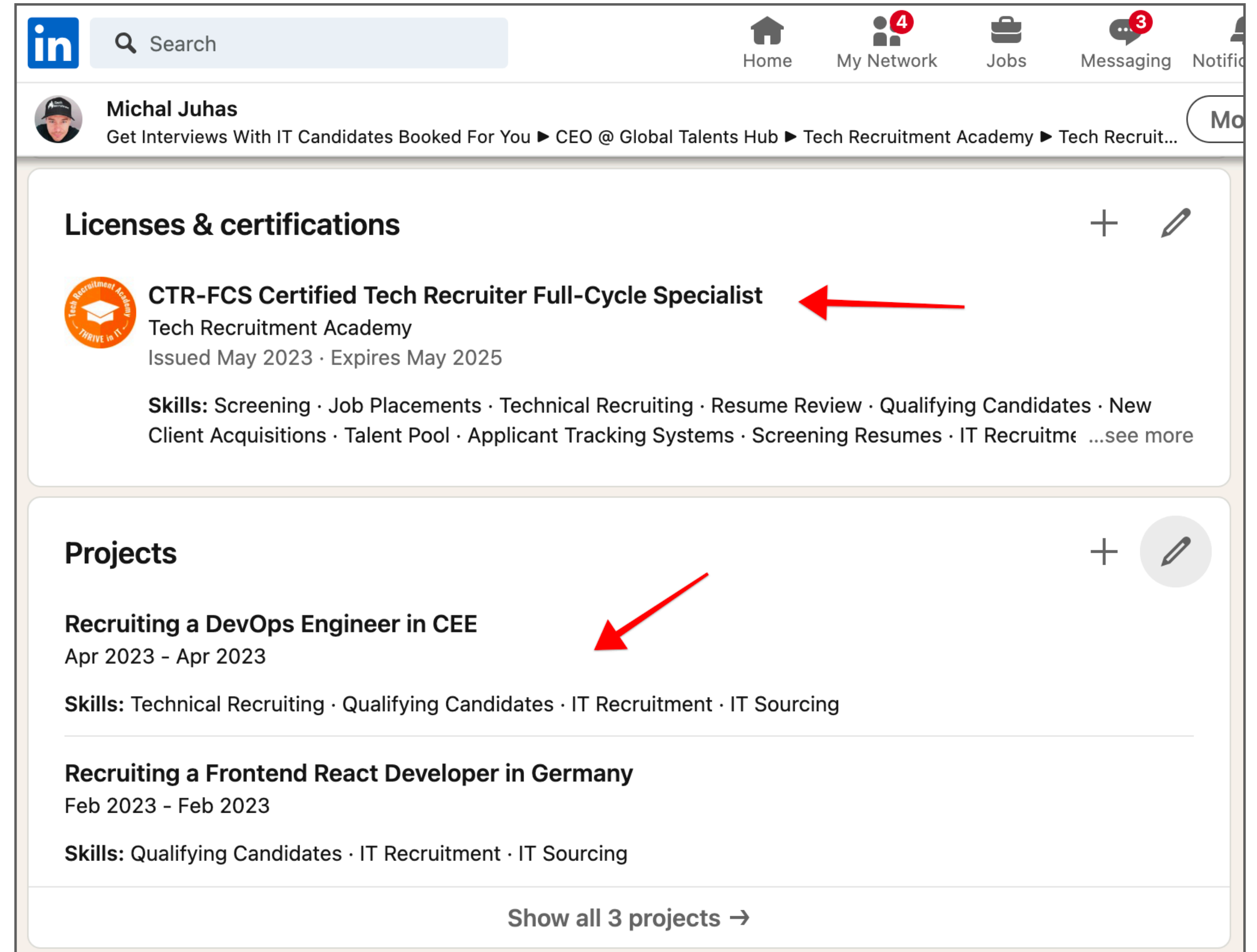
5-8 years

5. SYNONYMS & ALTERNATIVE TOOLS

Keyword	Boolean String – use () brackets and OR
React	(React OR React.js OR ReactJS)
Frontend	
Engineer	
Software	
SASS	
Jest	

Search	Str
1	All s
2	Only
3	Only
4	Too
5	Too

Get a Certificate And Feature Your New Recruiting Projects



After You Complete STARTER Program, Continue With The BOOSTER To Maximize Your Career Opportunities



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



Join Today

Activate your membership here:

<https://techrecruitmentacademy.com/starter-program>

