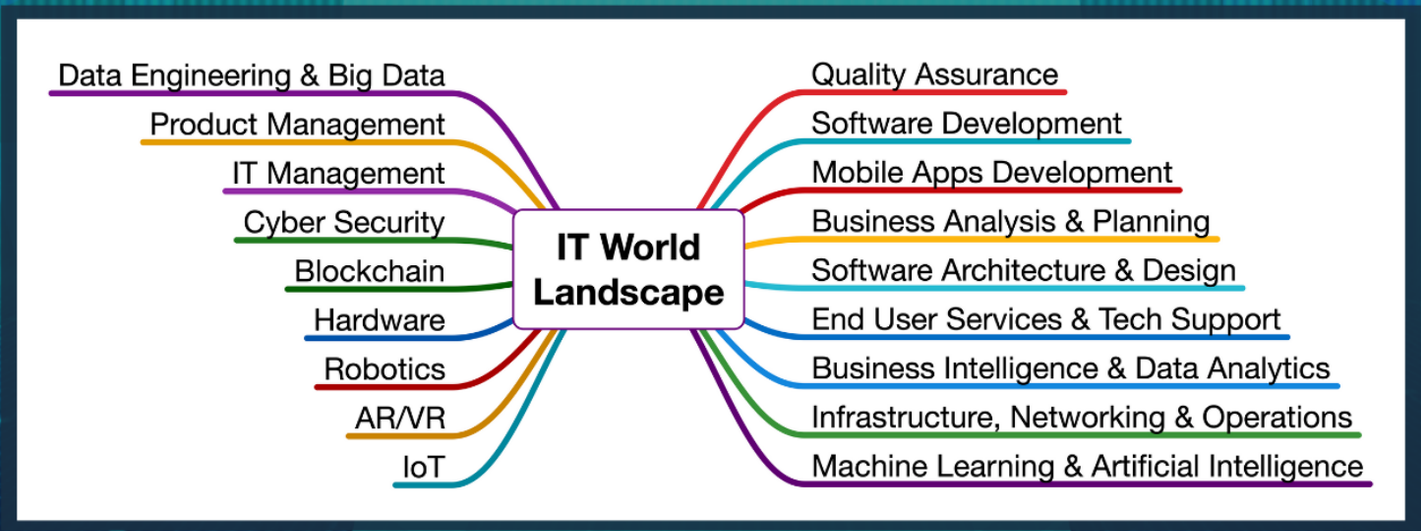
WITH 41 VIDEOS

IT Recruiter Mind Maps

Quickly Understand The IT Landscape, Technologies, Programming Languages, Software Frameworks, And Tools That IT Professionals Use At Work.

...so you can screen them quickly and match with the right IT jobs!



"Created by an ex-CTO and a Tech Recruiter, this is a must-have for everyone who needs to engage or recruit IT professionals!"

2023 BEST-SELLER

2023 v2.34

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4,500+

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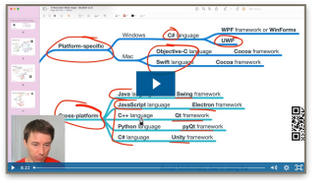
Detailed Overview Of The IT Roles



Watch Michal explain this mind map in the eLearning portal

IT Roles Map
Source, recruit, attract, and assess with confidence.

- **Designers**
  - UX designer
  - UI designer
  - Creative director
  - User researcher
  - Visual designer
  - Web designer
- **Infrastructure & Networking Specialists**
  - DevOps engineer
  - SRE
- **Cloud Specialists**
  - Cloud systems engineer
- **Architects**
  - Software architect
  - Systems architect
  - Security architect
- **Cyber Security Specialists**
  - Cybersecurity engineer
  - Security software developer
  - Security analyst
- **Support Specialists**
  - IT support specialist
  - Technical support
  - Application Support Engineer
  - Helpdesk Specialist
- **Administrators**
  - System administrator
  - Windows administrator
  - Linux administrator
  - Network administrator
  - Database administrator
- **Testing & QA roles**
  - Manual tester
  - Software tester
  - QA engineer
  - QA manager
  - Test automation engineer
  - Automation tester
  - Senior Software QA Engineer
  - Quality Assurance Engineer
- **Executives**
  - CTO
  - CIO
  - IT director
- **Data & Business Intelligence Specialists**
  - Database developer
  - Database administrator
  - Data warehouse (ETL) developer
  - BI analyst
  - BI architect
  - Data analyst
  - Data scientist
  - Oracle Developer
  - Power BI Developer
  - Business Intelligence Consultant
- **Software Engineers**
  - **Web Developers**
    - Website builders
      - Wix
      - Square
    - CMS
      - Wordpress
      - Joomla
      - Drupal
  - **Frontend Developers**
    - JavaScript developer
      - React
      - Angular
      - Vue.js
      - Ember
  - **Backend Developers**
    - JavaScript developer
      - Node.js
    - Python developer
      - Django
      - Flask
    - Java developer
      - JEE
      - Spring
      - Hibernate
    - PHP developer
      - Laravel
      - Symfony
    - C# developer
      - .NET Framework
      - .NET Core
    - Ruby developer
      - Ruby on Rails
    - Perl developer
  - **Fullstack Developers** (Backend + Frontend)
  - **Mobile App Developers**
    - **Native apps**
      - iOS app developer
        - Objective-C
        - Swift
      - Android app developer
        - Java
        - Kotlin
    - **Cross-platform apps**
      - JavaScript
        - React Native
        - Ionic
        - Titanium Appcelerator
      - C#
        - Xamarin
      - Dart
        - Flutter
  - **Desktop App Developers**
    - Application developer
    - Java developer
      - JSE
- **AI & ML Specialists**
  - AI/ML engineer
- **Analysts**
  - Business analyst
  - System analyst
  - Data warehouse analyst
  - Data analyst
- **Managers**
  - Product manager
  - Project manager
  - Technical lead
  - VP of engineering
  - Development lead
  - IT project manager
  - Scrum teams
    - Product owner
    - Scrum master

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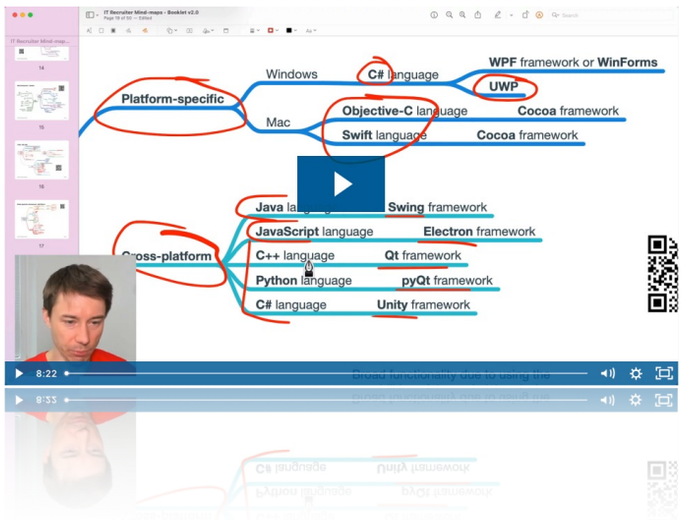
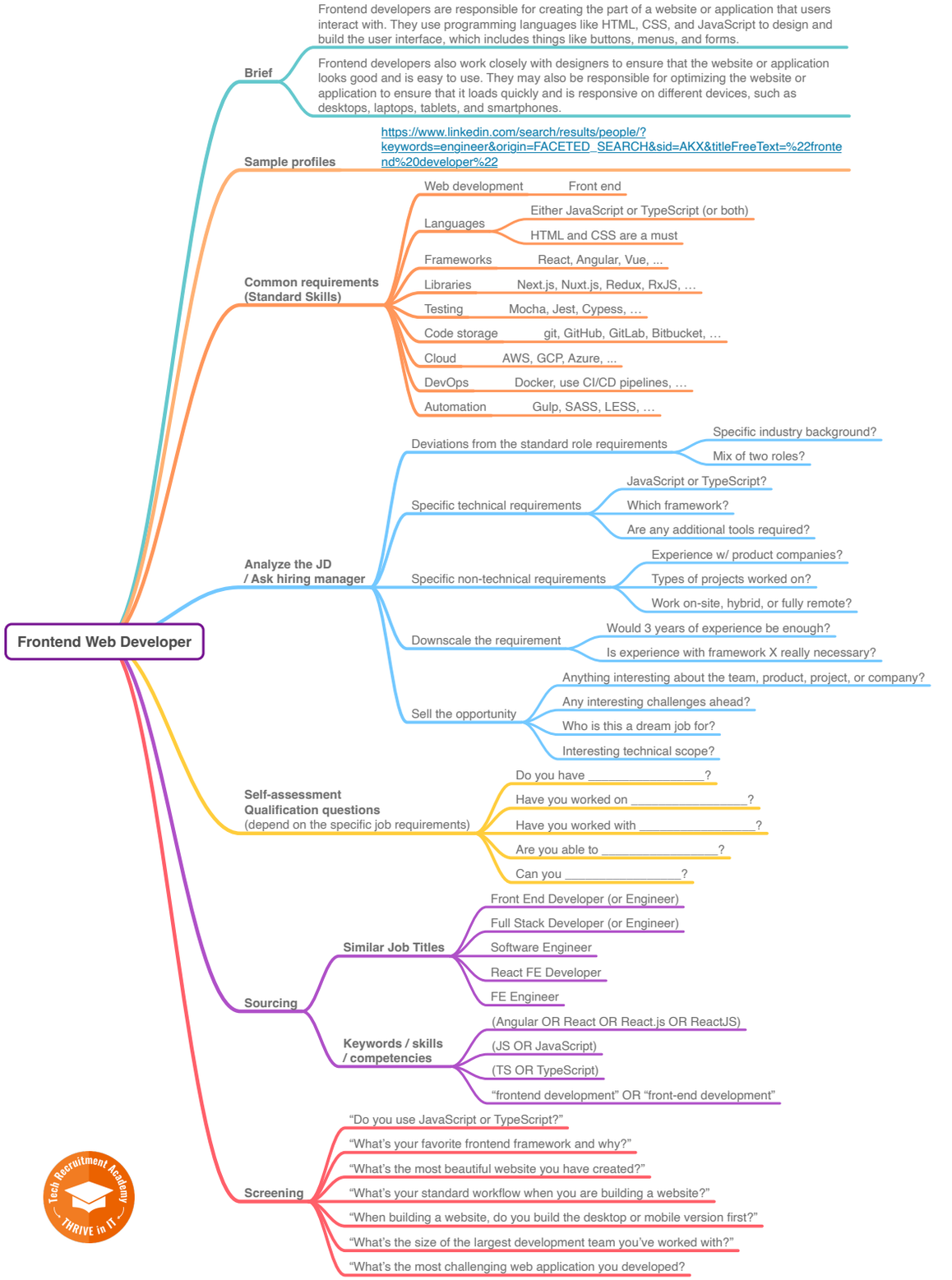
Recruiting Frontend Web Developers





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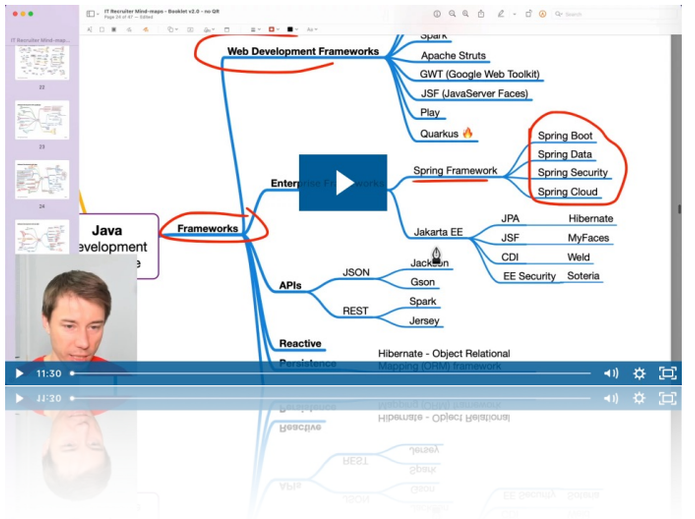
Recruiting DevOps Engineers



- Recruiting DevOps Engineers
  - Brief
    - A DevOps engineer is responsible for bridging the gap between software development and operations teams. They work to streamline the development process by **automating the deployment, testing, and monitoring of software applications,** making it easier to manage and update them.
    - DevOps engineers typically work to create efficient systems and processes for building and deploying software applications. This involves using a combination of automation tools, scripts, and monitoring software to ensure that software can be developed and deployed quickly, reliably, and with high quality.
    - In addition to developing and maintaining these systems and processes, DevOps engineers also work to ensure that the development and operations teams are communicating effectively and working together to achieve common goals. This can involve coordinating with other teams, identifying and resolving issues, and continuously improving the development and deployment process.
    - Overall, a DevOps engineer's goal is to help teams deliver high-quality software faster and with greater reliability by improving the collaboration and communication between software development and operations teams, and automating the software development process as much as possible.
  - Sample profiles
    - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=USO&titleFreeText=%22DevOps%20engineer%22
  - Common requirements (Standard Skills)
    - Languages
      - Scripting languages: Python, Shell, Powershell, Bash, Ruby, Groovy, Perl
      - Domain-specific languages (DSL): Puppet DSL, Chef DSL
    - Continuous Integration (CI) tools: Jenkins, Gitlab, Circle CI, Bamboo, Azure DevOps, Travis…
    - Containers
      - Docker, Kubernetes, Apache Mesos…
      - Different options on different clouds
        - AWS ECS (Elastic Container Service)
        - AWS EKS (Elastic Kubernetes Service)
    - Configuration Management / Provisioning: Ansible, Puppet, Chef, SaltStack, …
    - Log management and Analysis: Splunk, ELK (Elasticsearch, Logstash, Kibana)
    - Network Monitoring: Nagios, NewRelic, DataDog, Graphite …
    - Cloud
      - Public: Microsoft Azure, AWS, GCP, IBM Cloud, Oracle Cloud
      - Private: CloudStack, OpenStack
    - Cloud Model
      - Serverless: AWS Lambda, Azure Serverless, Google Cloud Functions
      - Infrastructure as a Service (IaaS): Microsoft Azure VM, Amazon EC2, GCP CE, DigitalOcean
      - Platform as a Service (PaaS): AWS Beanstalk, Google App Engine, Heroku
    - Source Code Management: git, GitHub, GitLab, Bitbucket…
    - Cloud computing virtualization platform: VMware vSphere
  - Analyze the JD / Ask hiring manager
    - Deviations from the standard role requirements
      - Focus on one cloud or more providers?
      - Full-time position or mixed with SW development?
    - Specific technical requirements
      - Public cloud or private cloud?
      - Which cloud provider do you use?
      - Whic cloud model? Serverless, PaaS or IaaS?
      - Which configuration tool and language do you use?
      - How are containers deployed? i.e. AWS ECS, AWS EKS, ...
      - Big data stored? Data warehouse? Data lake?
    - Specific non-technical requirements
      - Types of projects worked on? (in an agency or large corp?)
      - Work on-site, hybrid, or fully remote?
    - Downscale the requirement
      - Would 3 years of experience be enough?
      - Is experience with tool X really necessary?
      - Would you consider a candidate who hasn't worked with cloud X?
    - Sell the opportunity
      - Anything interesting about the team, product, project, or company?
      - Any interesting challenges ahead?
      - Who is this a dream job for?
      - Interesting technical scope?
  - Self-assessment Qualification questions (depend on the specific job requirements)
    - Do you have _____?
    - Have you worked on _____?
    - Have you worked with _____?
    - Are you able to _____?
    - Can you _____?
  - Sourcing
    - Similar Job Titles
      - DevOps Engineer
      - AWS Engineer
      - AWS Solution Architect
      - Azure Cloud Engineer
      - Azure Solution Architect
      - Continuous Integration/Continuous Delivery (CI/CD) Engineer
      - Cloud Systems Engineer
      - DevSecOps engineer
      - Cloud Engineer
    - Keywords / skills / competencies
      - (DevOps OR DevSecOps) AND Engineer
      - (Python OR Bash OR Ruby OR Go) AND (AWS OR Azure OR GCP OR "Google Cloud")
      - "Azure DevOps"
      - ("AWS ECS" OR "AWS EKS")
      - (Ansible OR Puppet OR SaltStack)
      - "AWS Certified"
      - "certified: azure"
      - (Docker AND Kubernetes)
      - (AZ-104 OR AZ-900 OR AZ-400 OR AZ-201 OR AZ-203 OR AZ-302 OR AZ-305 OR DP-201 OR AZ-800 OR AZ-801 OR AZ-400)
  - 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?

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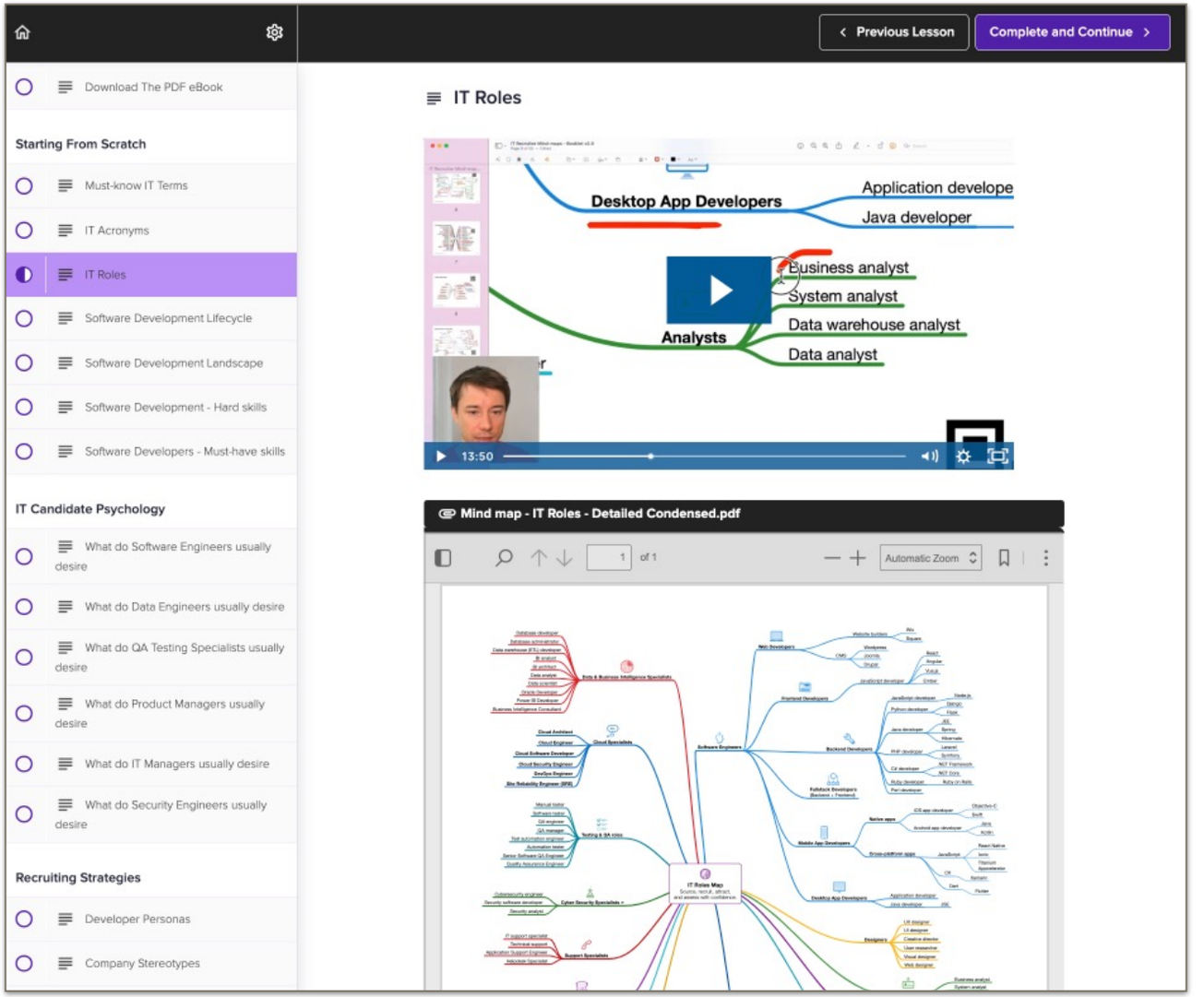

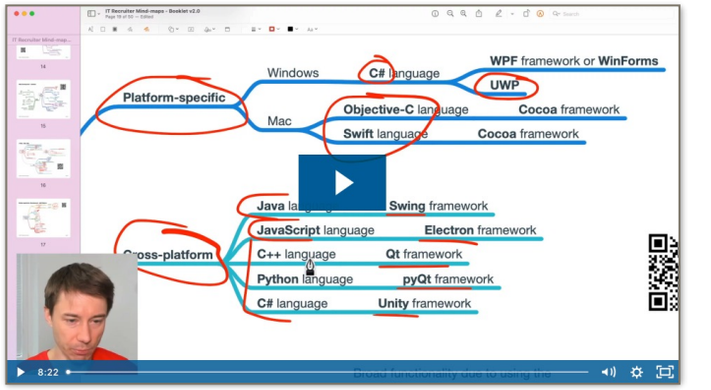

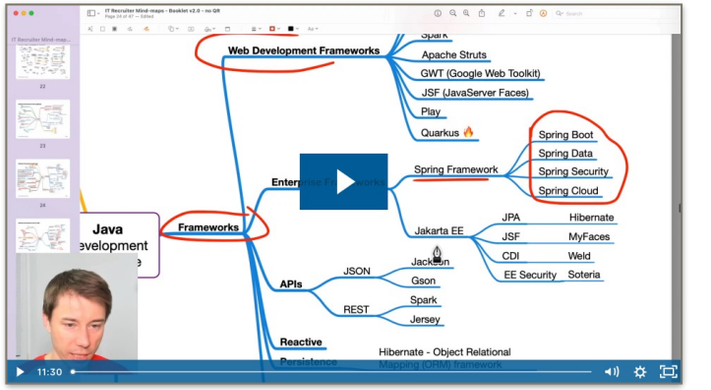

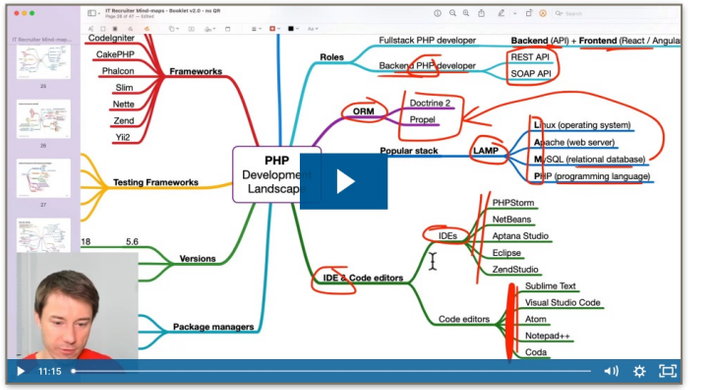

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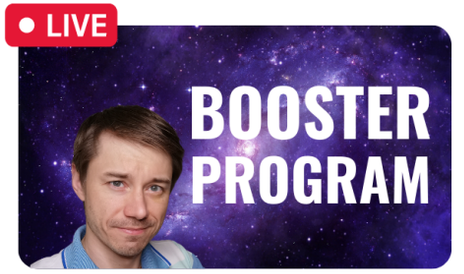
Our Best Training Programs



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- Essential IT terminology

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- Guaranteed job offer
- Work on real IT vacancies

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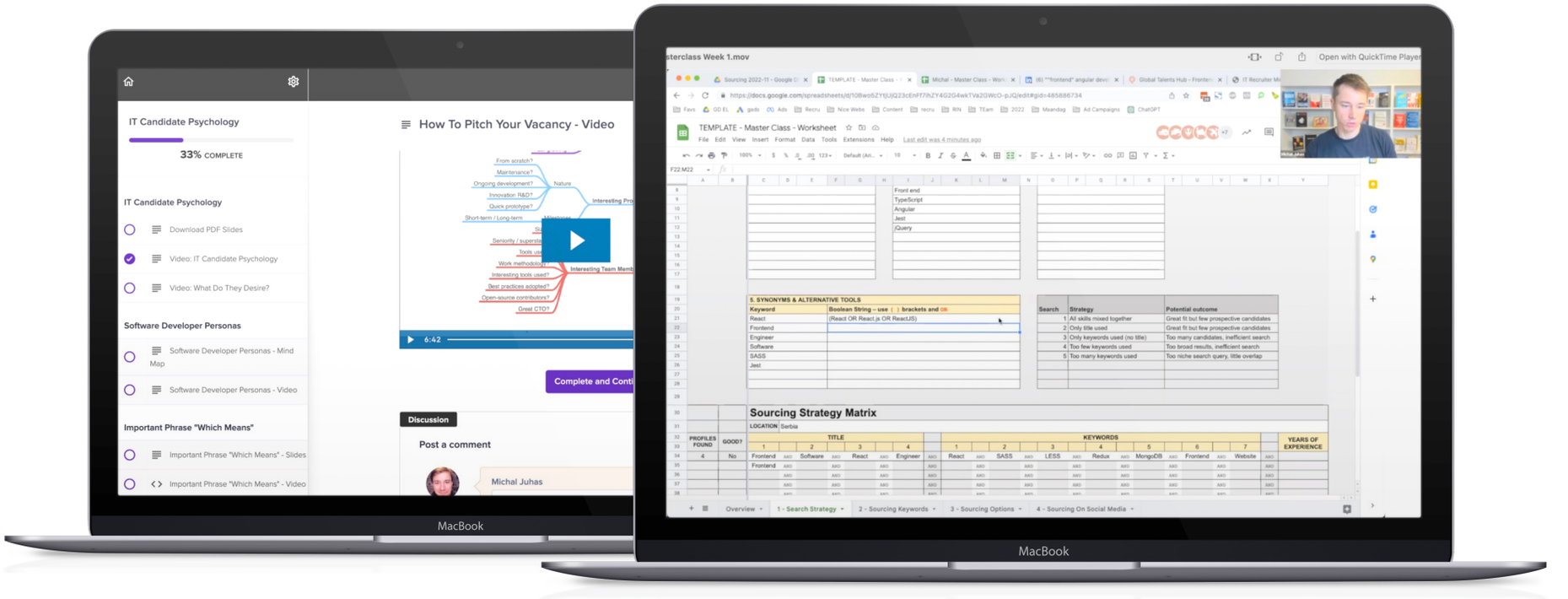

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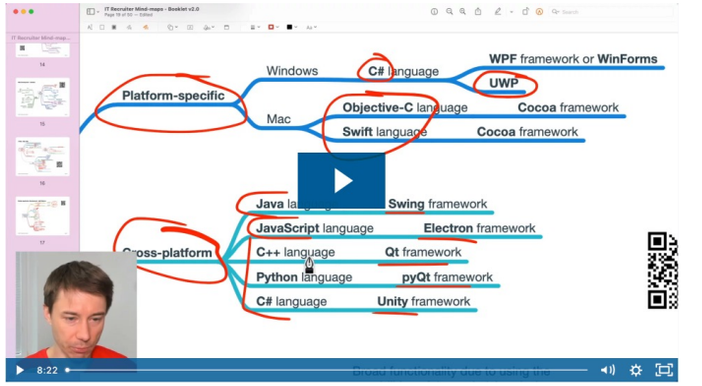

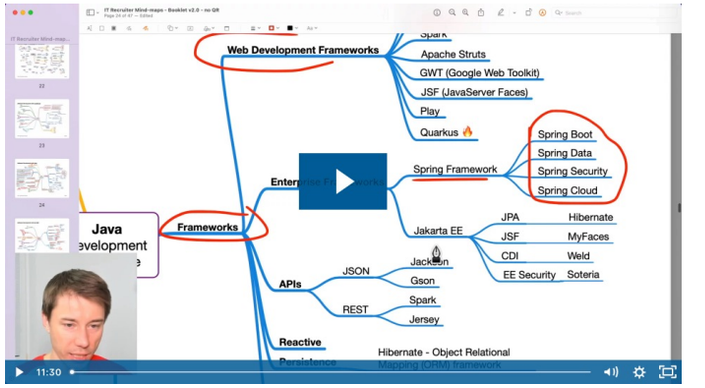

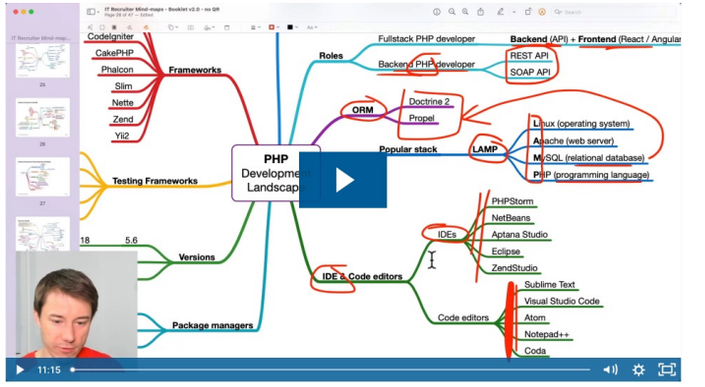

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Part I

Starting From Scratch

Training for Individuals

Three Candidates In Three Weeks Challenge
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Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

Full-Cycle Tech Recruitment Master Class
Transition to IT recruiting! We guarantee you'll get a new job or will start working commission-only as an IT recruitment consultant. **Click here to learn more…**

Training for Teams

On-demand Video Self-study Program
Onboard your new joiners with our proven materials and step-by-step guides. **Get in touch…**

Hybrid Live Training Program
Upskill your team in IT recruiting with a mix of pre-recorded training and Live sessions with Michal Juhas. **Get in touch…**

Customized Live Training Program
Get your team to the next level with our tailor-made professional training focused on the most difficult IT positions. Your team will close more IT vacancies, guaranteed! **Let's talk…**

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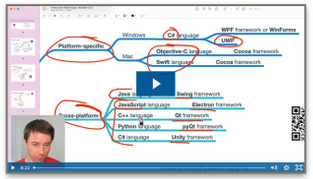
Must-know IT Terms



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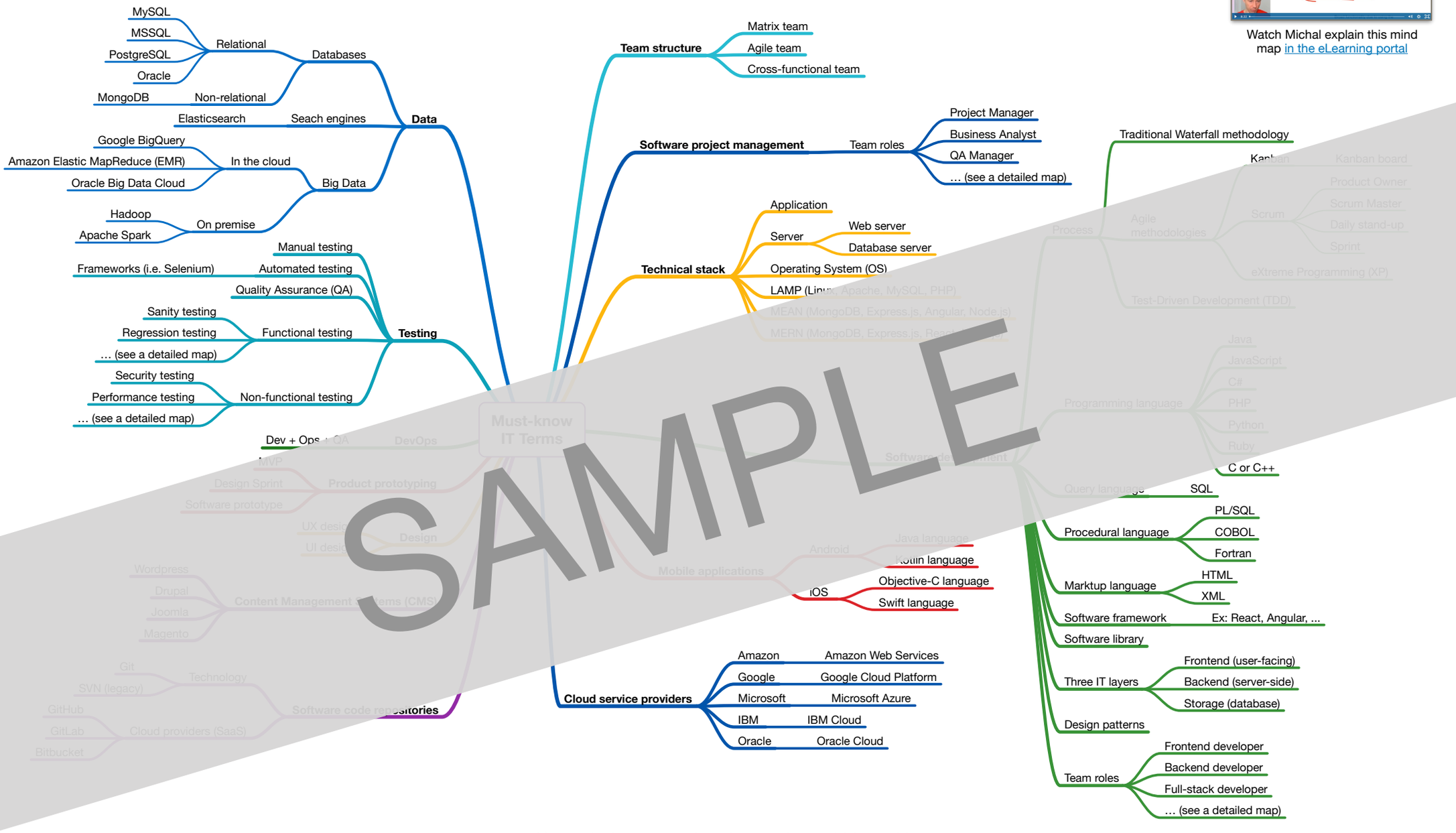

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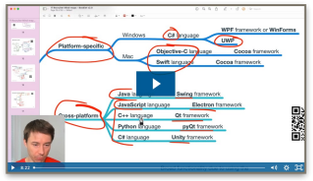
IT Acronyms From JDs And CVs



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- **API** Application Programming Interface
- **ASP** Application Service Provider (SaaS provider) / Active Server Pages
- **AWS** Amazon Web Services
- **CI** Continuous Integration
- **CD** Continuous Delivery
- **CDN** Content Delivery Network
- **CMS** Content Management System
- **CSS** Cascading Style Sheets
- **CX** Customer Experience
- **DBMS** Database Management System
- **GCP** Google Cloud Platform
- **HTML** HyperText Markup Language
- **HTTP** HyperText Transfer Protocol
- **IaaS** Infrastructure as a Service
- **IDE** Integrated Development Environment
- **JEE** Java Platform, Enterprise Edition (used after J2EE, now legacy)
- Jakarta Enterprise Edition (most recent, since Sep 2019)
- **J2EE** Java 2 Platform, Enterprise Edition (legacy name)
- **J2SE** Java 2 Platform, Standard Edition (legacy name)
- **JS** Java Script
- **JSE** Java Platform, Standard Edition (Java SE)
- **JSF** JavaServer Faces
- **JSON** JavaScript Object Notation
- **JSP** JavaServer Pages
- **LAMP** Linux, Apache, MySQL, PHP
- **MEAN** MongoDB, Express.js, Angular, Node.js
- **MERN** MongoDB, Express.js, React, Node.js
- **MS** Microsoft / MS Windows, MS Azure
- **MVP** Minimum Viable Product
- **OOP** Object Oriented Programming
- **ORM** Object Relational Mapper
- **OS** Operating System / iOS, OS X, macOS
- **PaaS** Platform as a Service
- **PEAR** PHP Extension and Application Repository
- **PHP** Recursive acronym for “PHP: Hypertext Preprocessor”
- **PL/SQL** Procedural Language SQL
- **REST** Representational State Transfer
- **QA** Quality Assurance
- **SaaS** Software As a Service / Storage as a Service / Security as a Service
- **SDK** Software Development Kit
- **SDLC** Software Development Lifecycle
- **SEO** Search Engine Optimization
- **SLA** Service Level Agreement
- **SOAP** Simple Object Access Protocol
- **SPA** Single Page Application
- **SQL** Structured Query Language / MySQL, NoSQL
- **SVN** Subversion
- **UI** User Interface
- **UX** User Experience
- **XML** Extensible Markup Language

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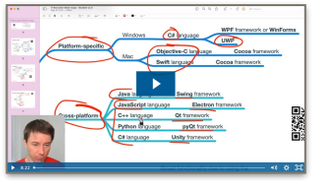
IT Roles Categorization



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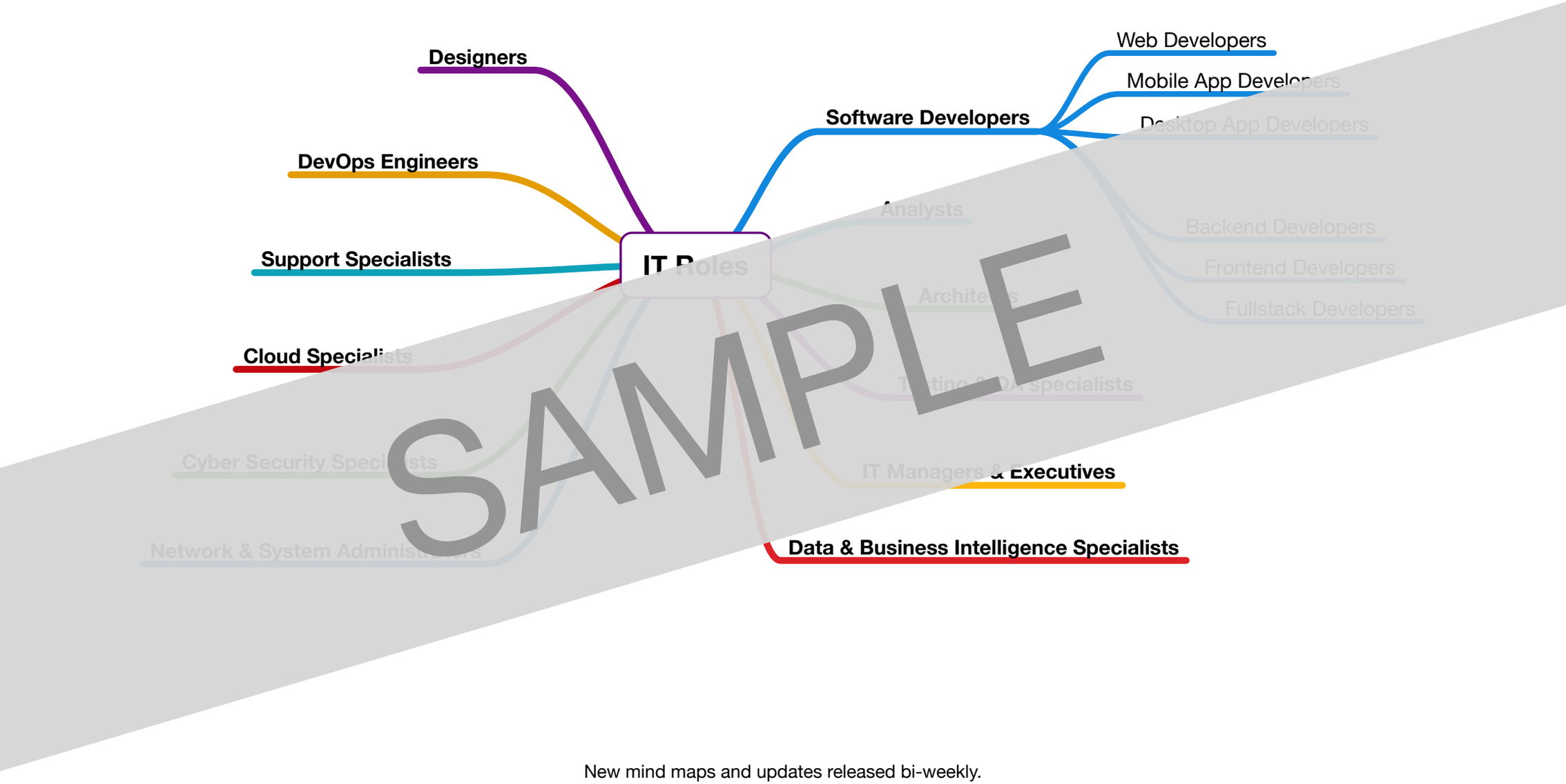

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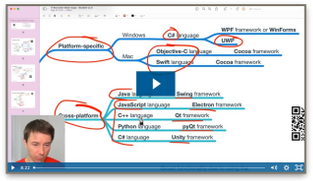
Detailed Overview Of The IT Roles



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- Designers
  - UX designer
  - UI designer
  - Creative director
  - User researcher
  - Visual designer
  - Web designer
- Infrastructure & Networking Specialists
  - DevOps engineer
  - SRE
- Cloud Specialists
  - Cloud systems engineer
- Architects
  - Software architect
  - Systems architect
  - Security architect
- Cyber Security Specialists
  - Cybersecurity engineer
  - Security software developer
  - Security analyst
- Support Specialists
  - IT support specialist
  - Technical support
  - Application Support Engineer
  - Helpdesk Specialist
- Administrators
  - System administrator
  - Windows administrator
  - Linux administrator
  - Network administrator
  - Database administrator
- Testing & QA roles
  - Manual tester
  - Software tester
  - QA engineer
  - QA manager
  - Test automation engineer
  - Automation tester
  - Senior Software QA Engineer
  - Quality Assurance Engineer
- Data & Business Intelligence Specialists
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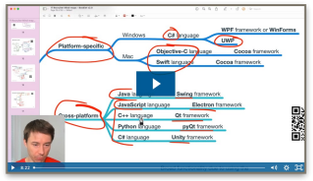
  - Database administrator
  - Data warehouse (ETL) developer
  - BI analyst
  - BI architect
  - Data analyst
  - Data scientist
  - Oracle Developer
  - Power BI Developer
  - Business Intelligence Consultant
- Software Engineers
  - Web Developers
    - Website builders
      - Wix
      - Square
    - CMS
      - Wordpress
      - Joomla
      - Drupal
  - Frontend Developers
    - JavaScript developer
      - React
      - Angular
      - Vue.js
      - Ember
  - Backend Developers
    - JavaScript developer
      - Node.js
    - Python developer
      - Django
      - Flask
    - Java developer
      - JEE
      - Spring
      - Hibernate
    - PHP developer
      - Laravel
      - Symfony
    - C# developer
      - .NET Framework
      - .NET Core
    - Ruby developer
      - Ruby on Rails
    - Perl developer
  - Fullstack Developers (+ Frontend)
  - Mobile App Developers
    - Native apps
      - iOS app developer
        - Objective-C
        - Swift
      - Android app developer
        - Java
        - Kotlin
    - Cross-platform apps
      - React Native
      - JavaScript
        - Ionic
        - Titanium Appcelerator
      - C#
        - Xamarin
      - Dart
        - Flutter
  - Desktop App Developers
    - Application developer
      - Java developer
        - JSE
  - AI & ML Specialists
    - AI/ML engineer
  - Analysts
    - Business analyst
    - System analyst
    - Data warehouse analyst
    - Data analyst
- Managers
  - Product manager
  - Project manager
  - Technical lead
  - VP of engineering
  - Development lead
  - IT project manager
  - Scrum teams
    - Product owner
    - Scrum master

SAMPLE

Software Development – Lifecycle



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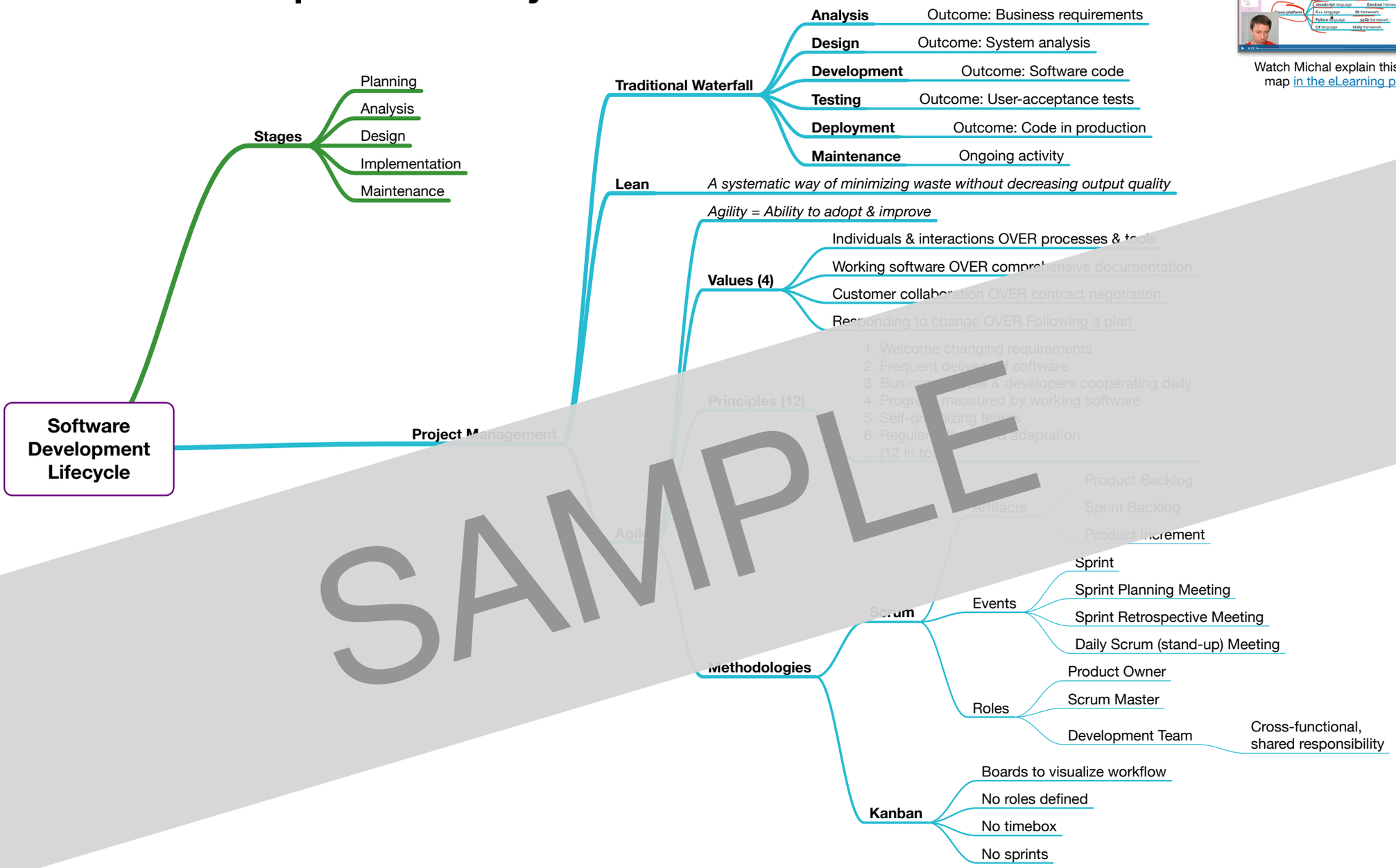
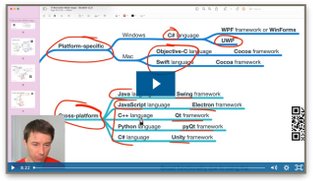


SAMPLE

Software Development – Landscape



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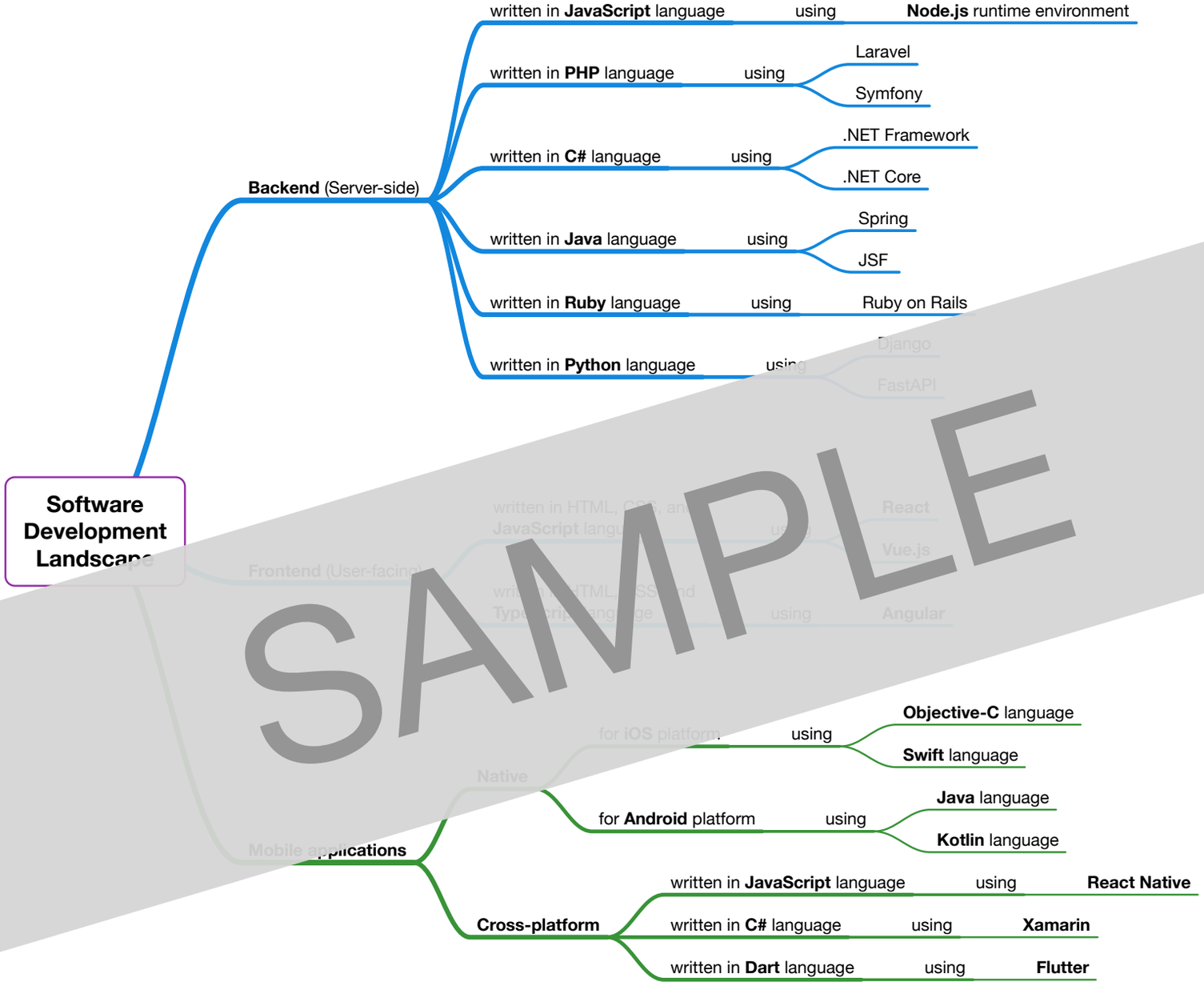

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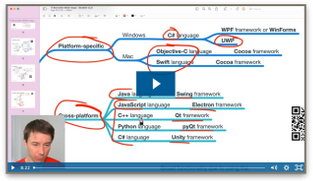
Software Development – Hard Skills



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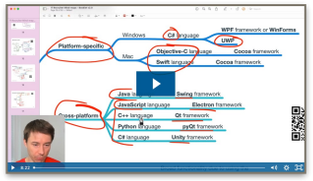
- **Administration**
  - Linux
    - Shell Scripting Automations
    - Core Administration
  - Windows
    - PowerShell
- **Content Management Systems**
  - Wordpress
  - Drupal
  - Joomla
  - Shopify
  - Magento
  - WooCommerce
- **Cloud Computing**
  - AWS
  - Azure
  - GCP
- **Repository**
  - Git
  - Mercurial
- **Containers**
  - Docker
  - Kubernetes
- **Business Intelligence**
  - Tableau
  - Power BI
- **Database management**
  - MySQL
  - Oracle
  - MS SQL Server
  - PostgreSQL
  - SQL (ANSI Format)
  - MongoDB
  - Redis
- **Web development**
  - HTML5
  - CSS3
  - PHP language
  - JavaScript language
- **Frontend development**
  - Bootstrap
  - React.js
  - Angular
  - Ionic
  - React Native
- **Backend development**
  - Java
    - Spring
  - C++
    - Qt
  - C#
    - .NET Core
  - Python
    - Django
  - Ruby
    - Ruby on Rails
  - JavaScript
    - Node.js
  - PHP
    - Laravel
- **Mobile development**
  - Android
    - Java
    - Kotlin
  - iOS
    - Swift
    - Objective-C
- **DevOps**
  - CI/CD setup
  - Scripting language

SAMPLE

Software Developers – Must-have Skills



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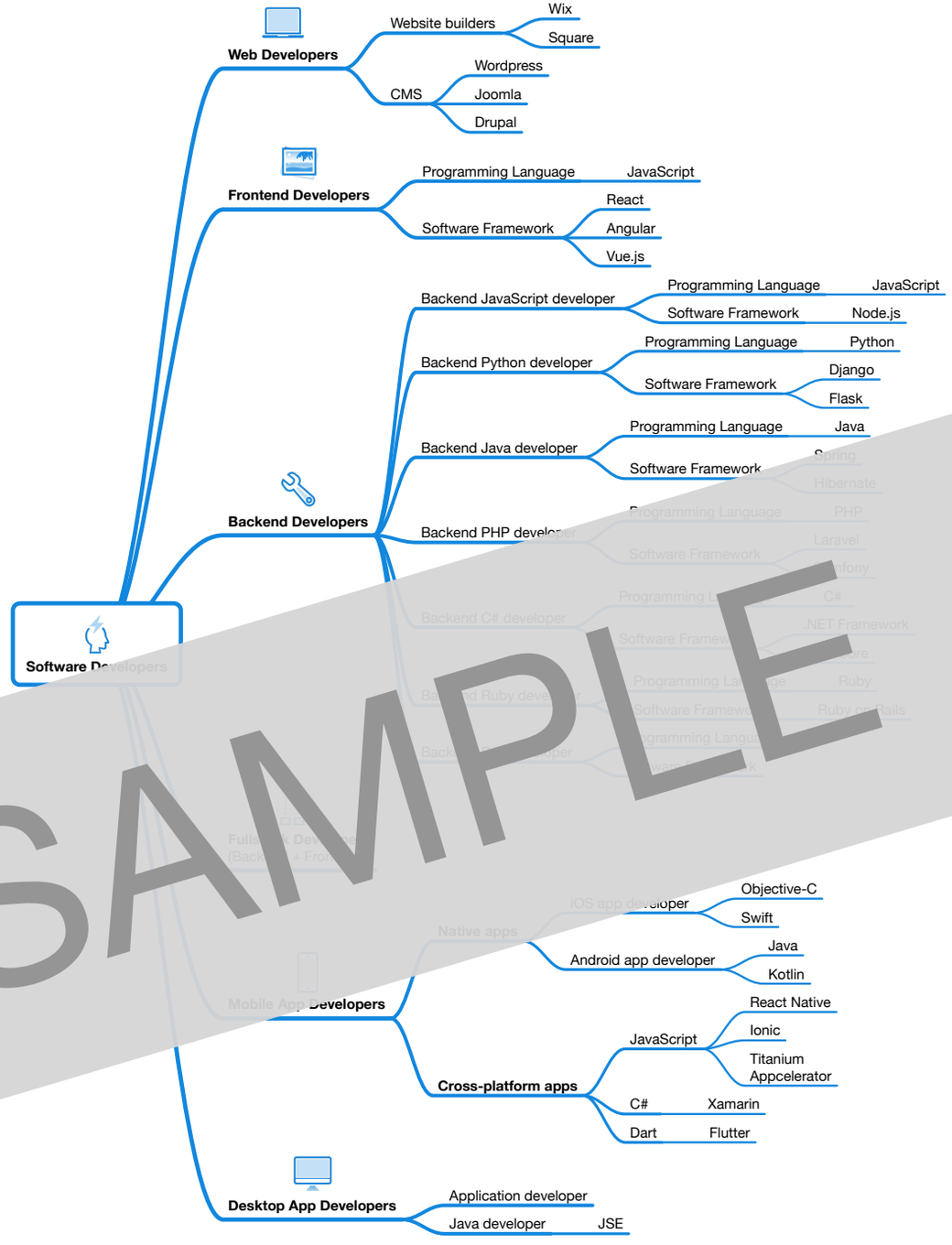

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Part 2

Recruiting Strategies

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

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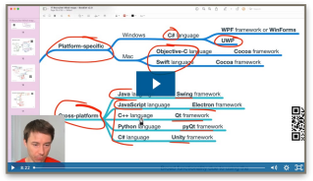
How to get more IT candidates



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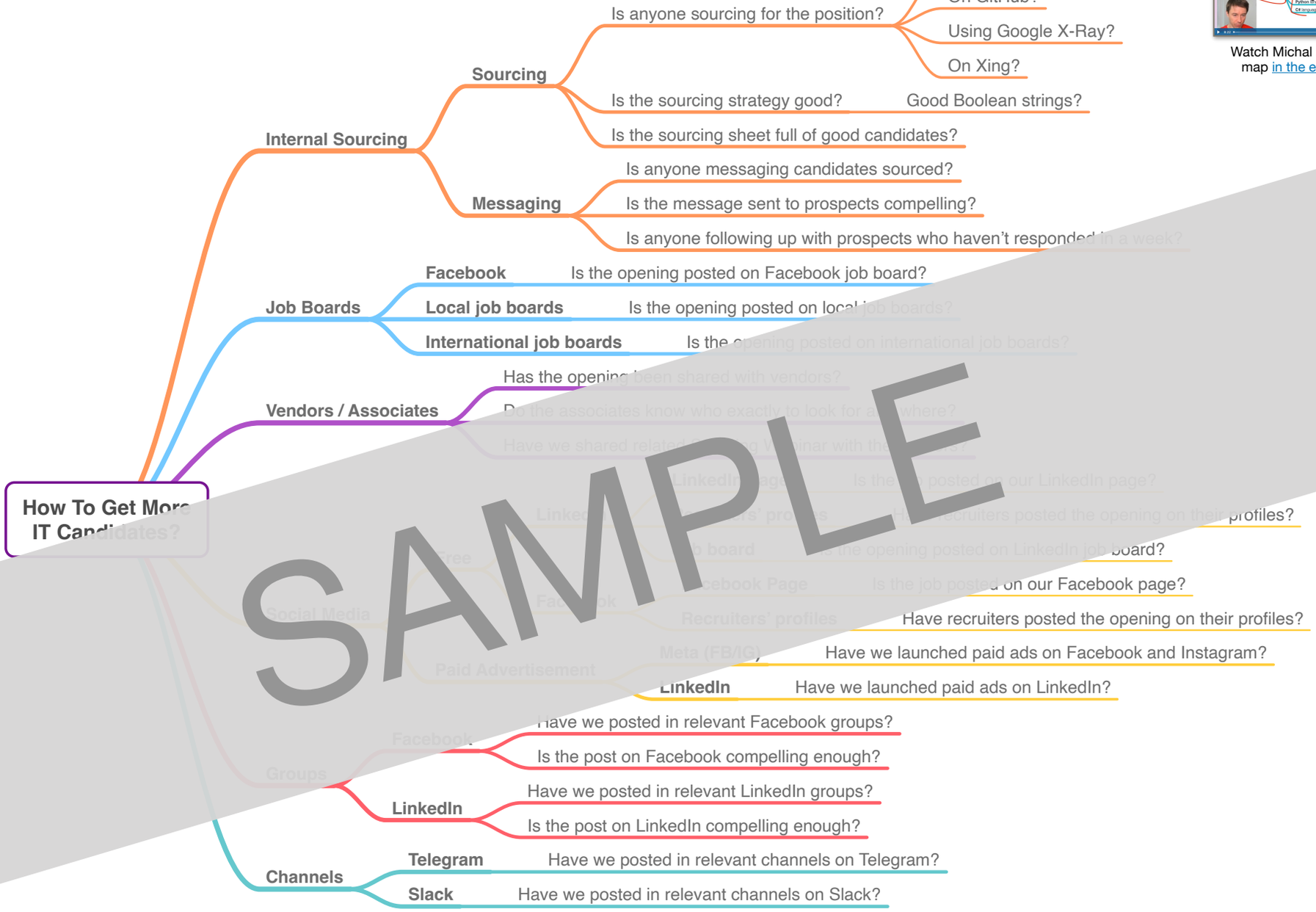

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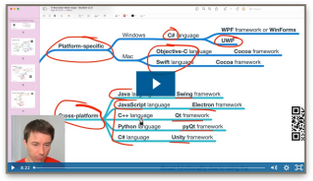
What are the Software Developers interested in?



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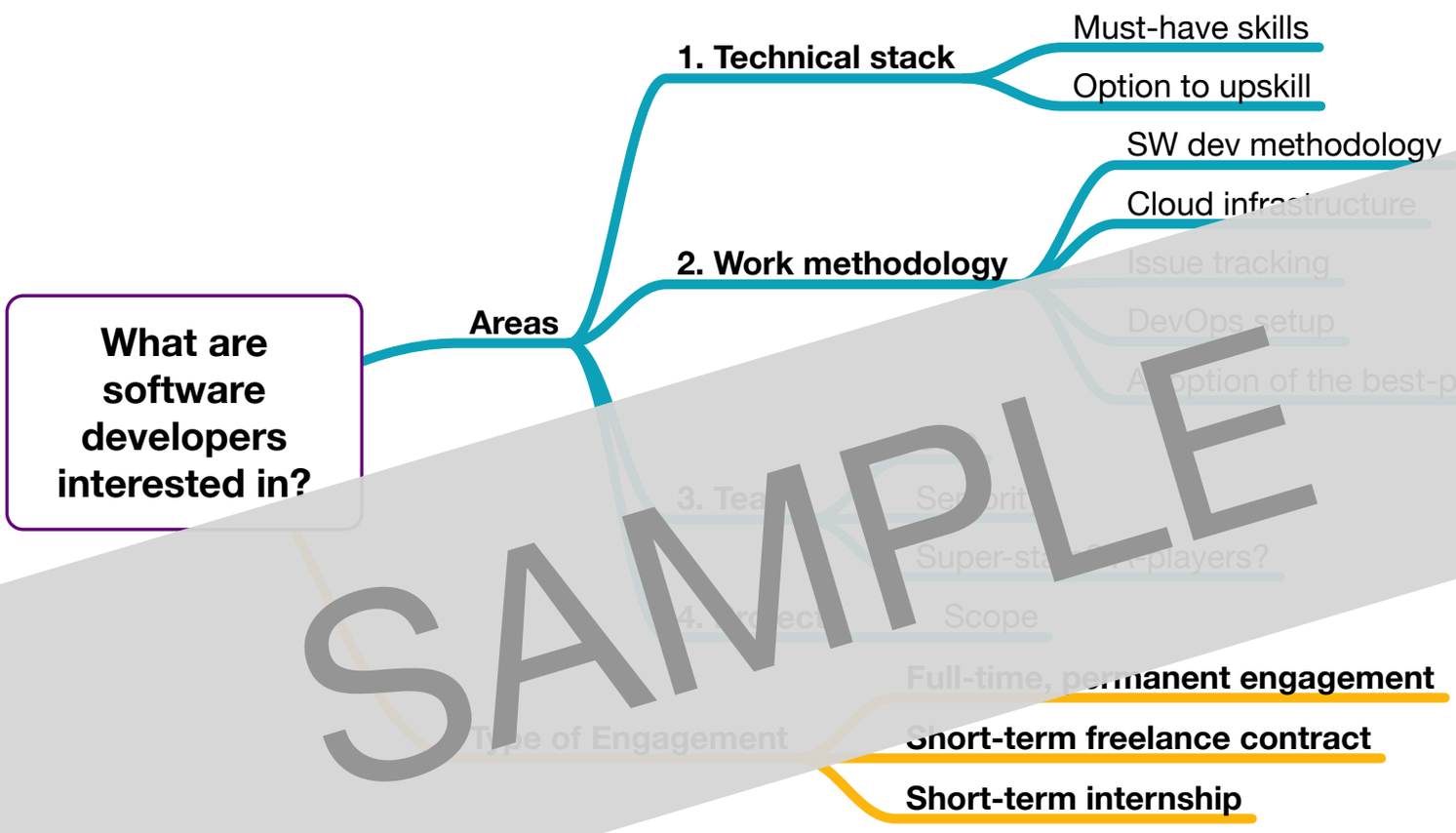

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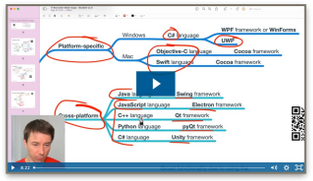
Developer Personas



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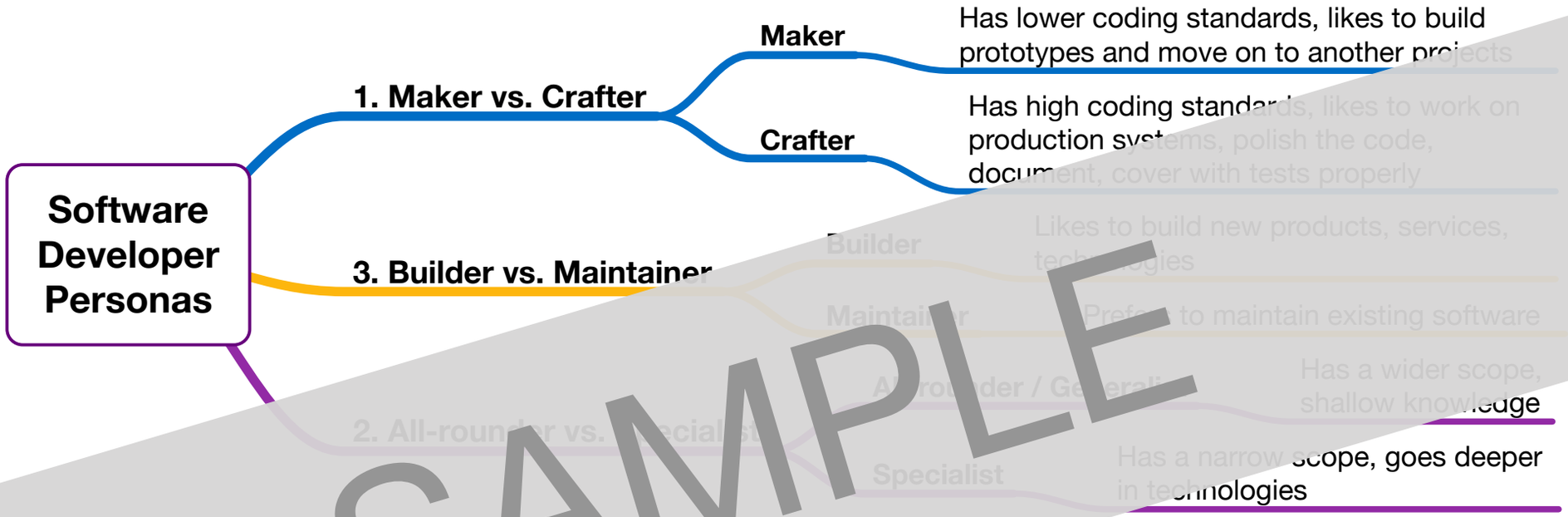

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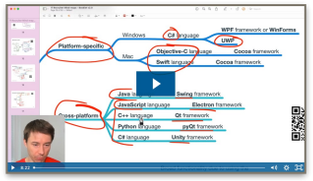
Company Stereotypes



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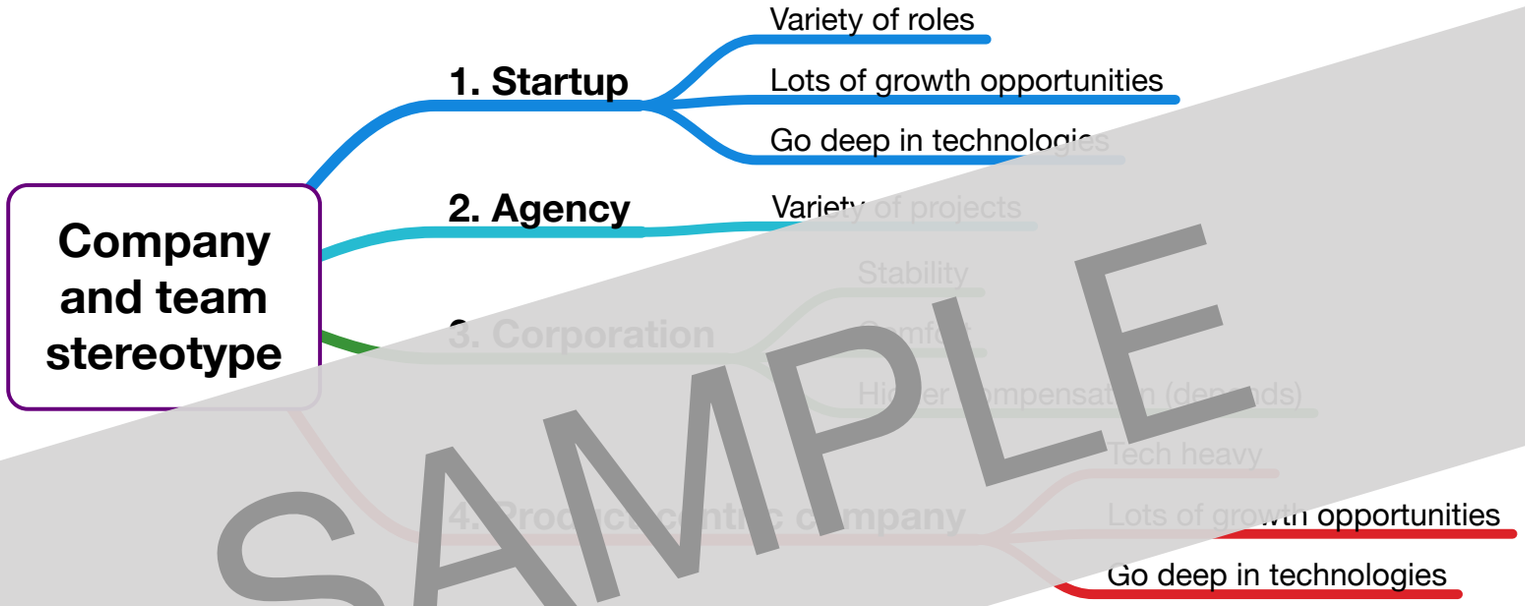

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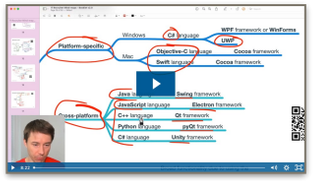
How To Match Job Opportunities And Candidates Based On Stereotypes



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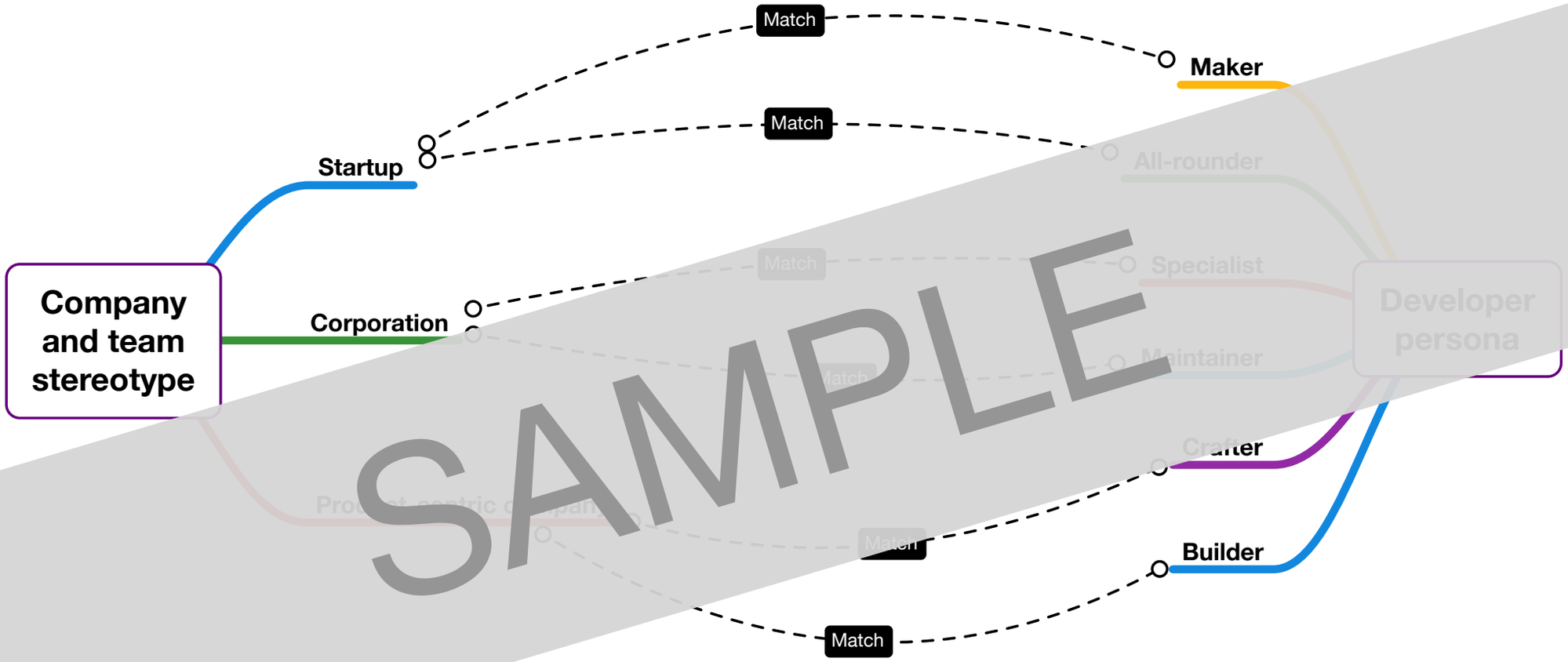

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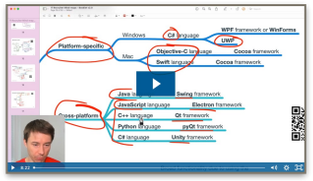
Job Requirement Analysis



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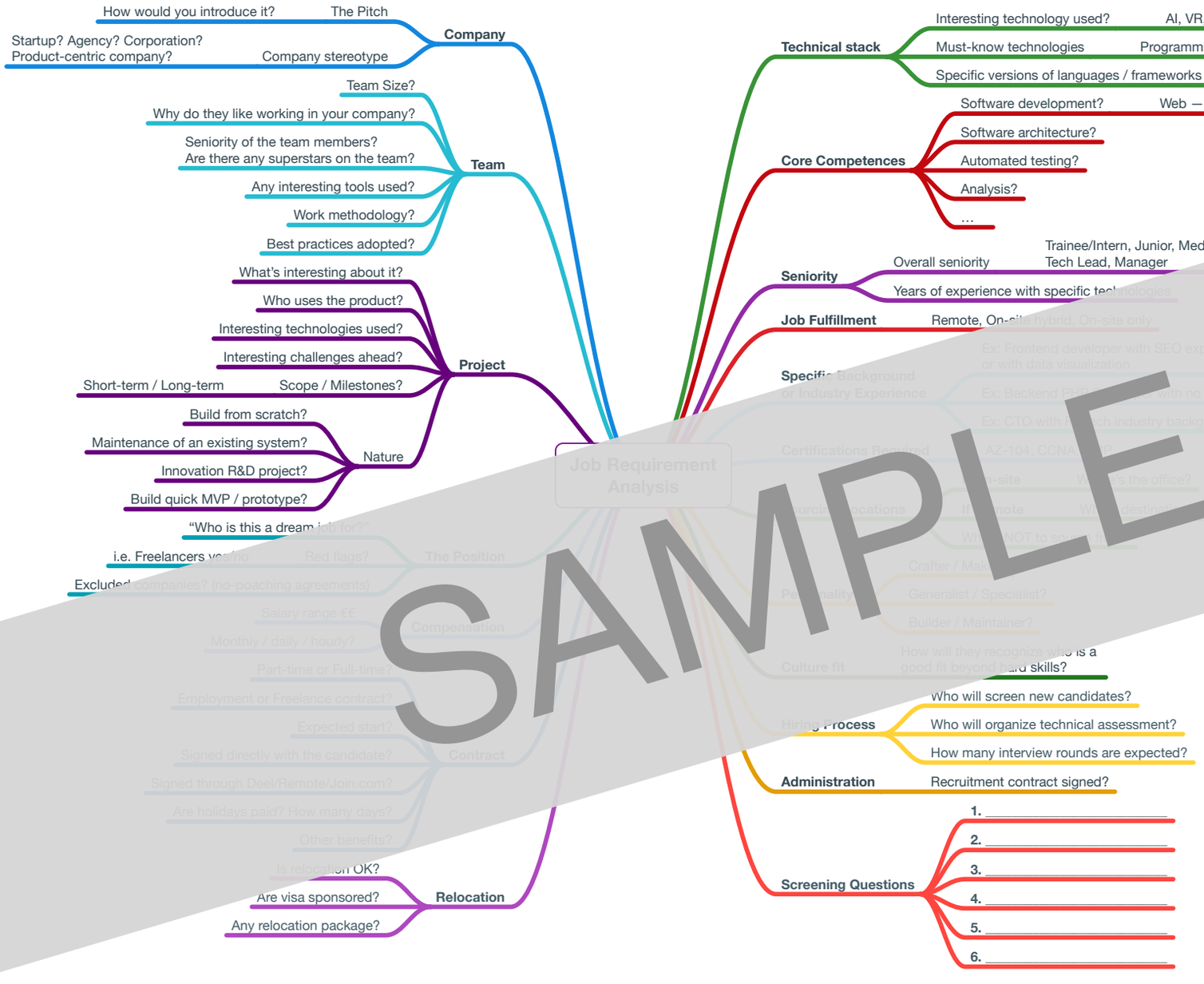

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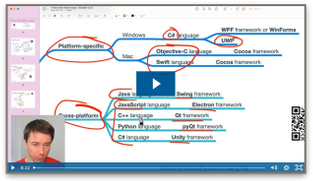
How To Pitch Technical Job Opportunities



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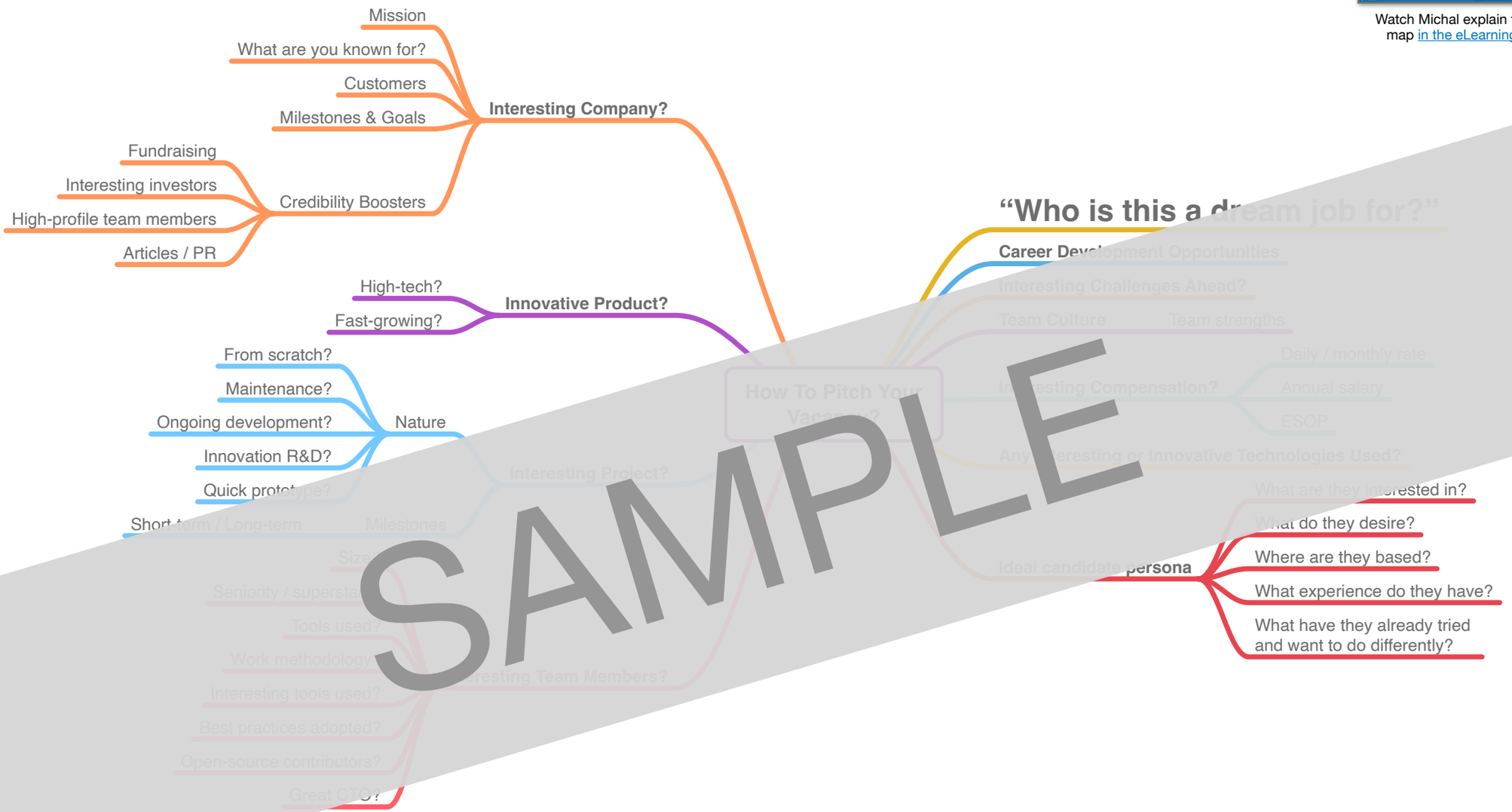

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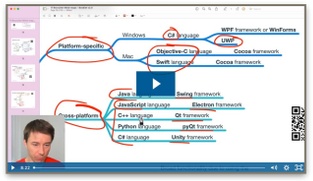
How to make boring jobs sound more exciting



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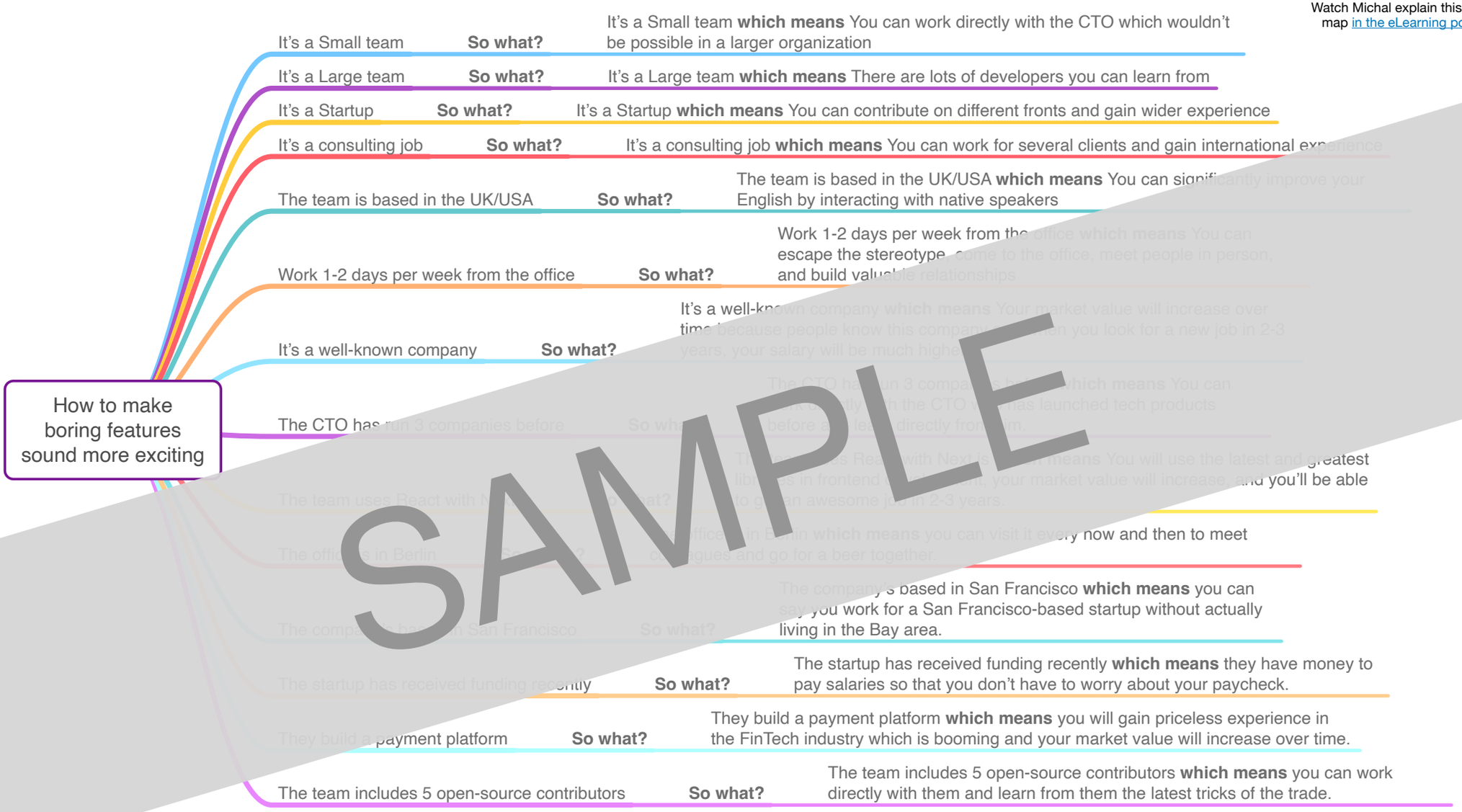

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Part 3

IT Candidate Psychology

Training for Individuals

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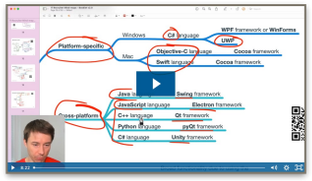
How to “sell” IT vacancies to Software Engineers?



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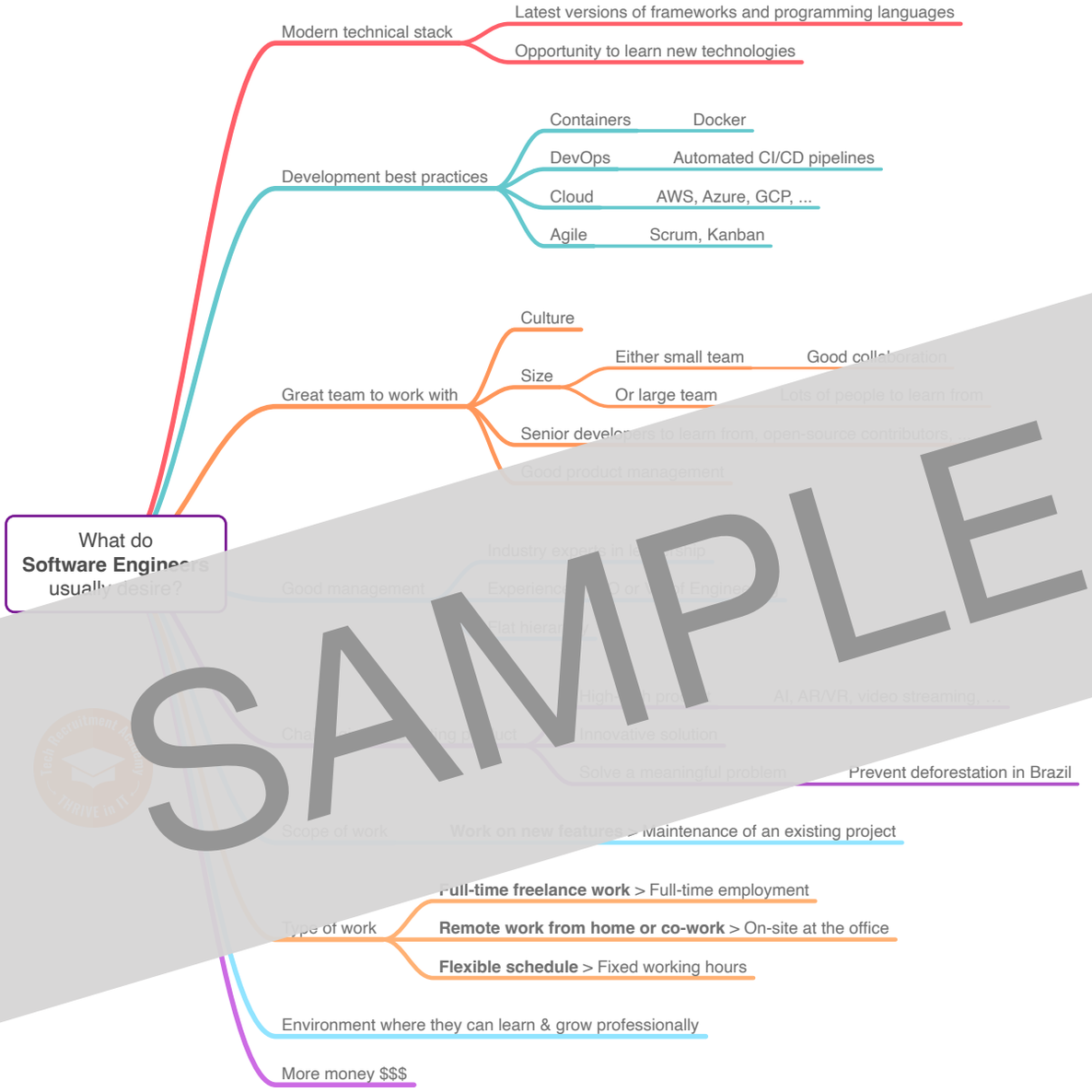

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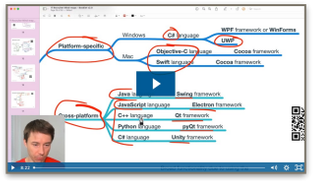
How to “sell” IT vacancies to QA Testing Specialists?



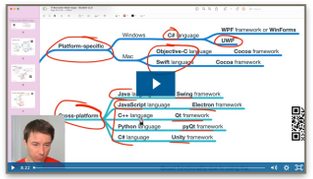
Watch Michal explain this mind map [in the eLearning portal]

What do **QA Testing Specialists** usually desire?

- Great team to work with
  - Great product manager / product owner
  - Developers who value QA
  - Culture & mindset
- Interesting product
  - Scale / size — Product with millions of users is more appealing
  - High-tech — AI, VR/AR, ...
  - Solve a meaningful problem
  - Innovative solution or approach
- Can engage with users and customers directly
- Collect issues, propose improvements
- **Test automation** > Manual testing
- Use Python, JavaScript, ...
- DevOps environment
- **Automated deployment to QA environment**
- QA best practices
- Good communication with developers
- Daily updates, stand-up (virtual or on-site)
- Use new testing frameworks and libraries
- Cypress
- **Full-time employment** > **Freelance work** > Full-time employment
- **Remote work from home or co-work** > On-site at the office
- **Flexible schedule** > Fixed working hours
- Environment where they can learn & grow professionally
- Become a Business Analyst
- More money $$$

SAMPLE

How to “sell” IT vacancies to Data Engineers?



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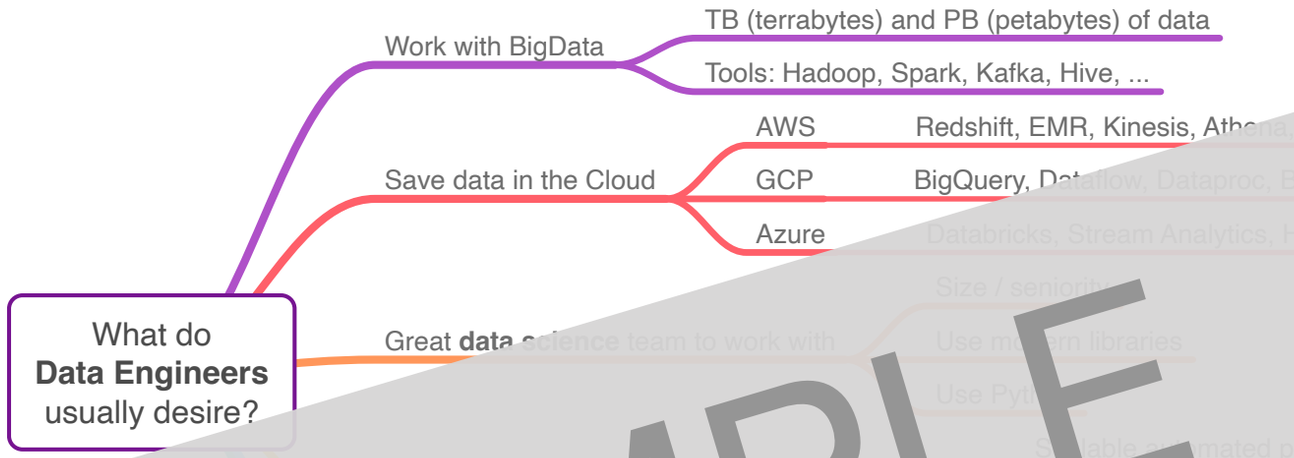

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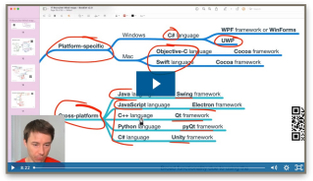
How to “sell” IT vacancies to Product Managers?



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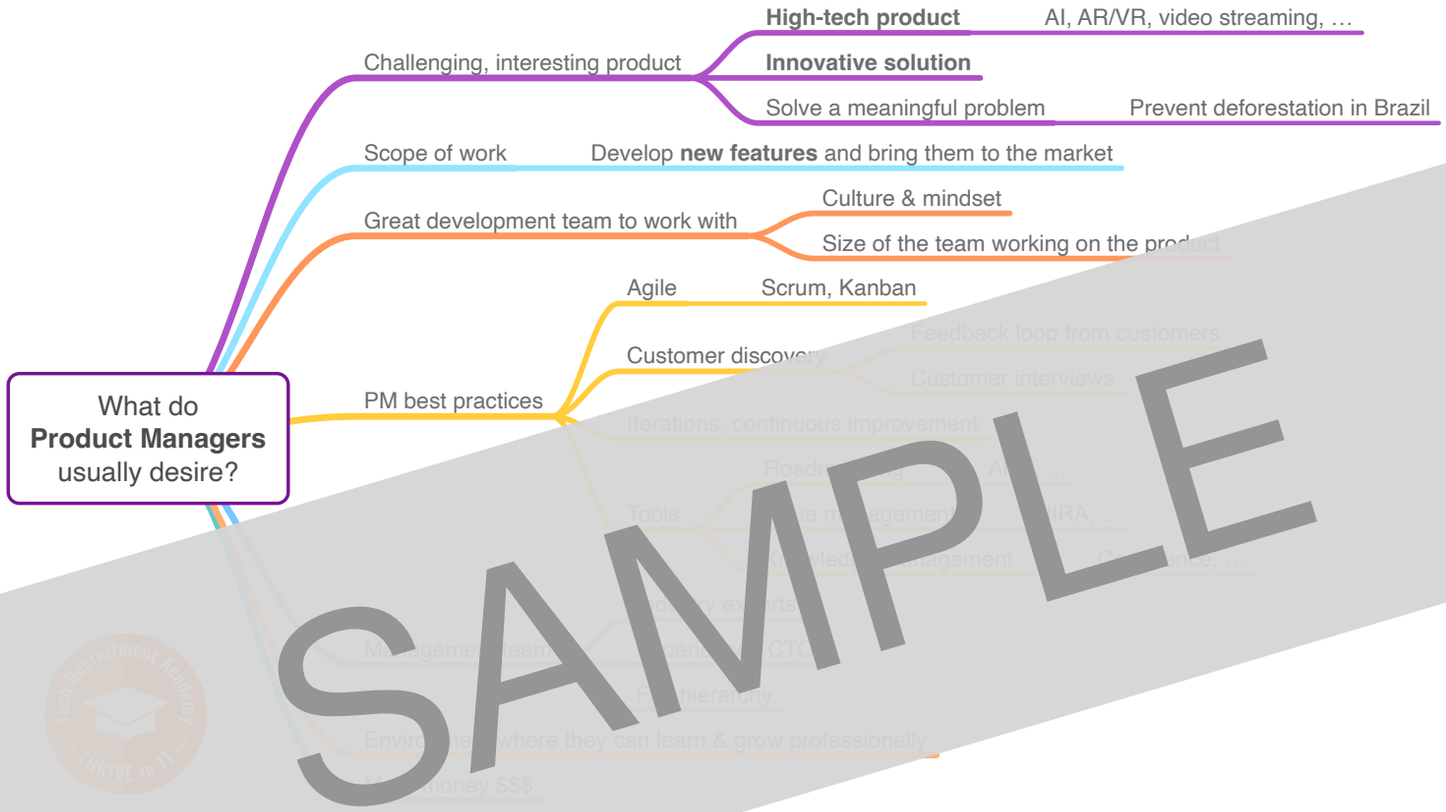

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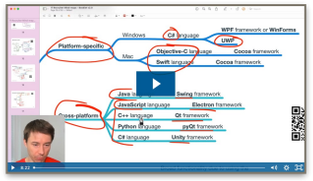
How to “sell” IT vacancies to IT Managers?



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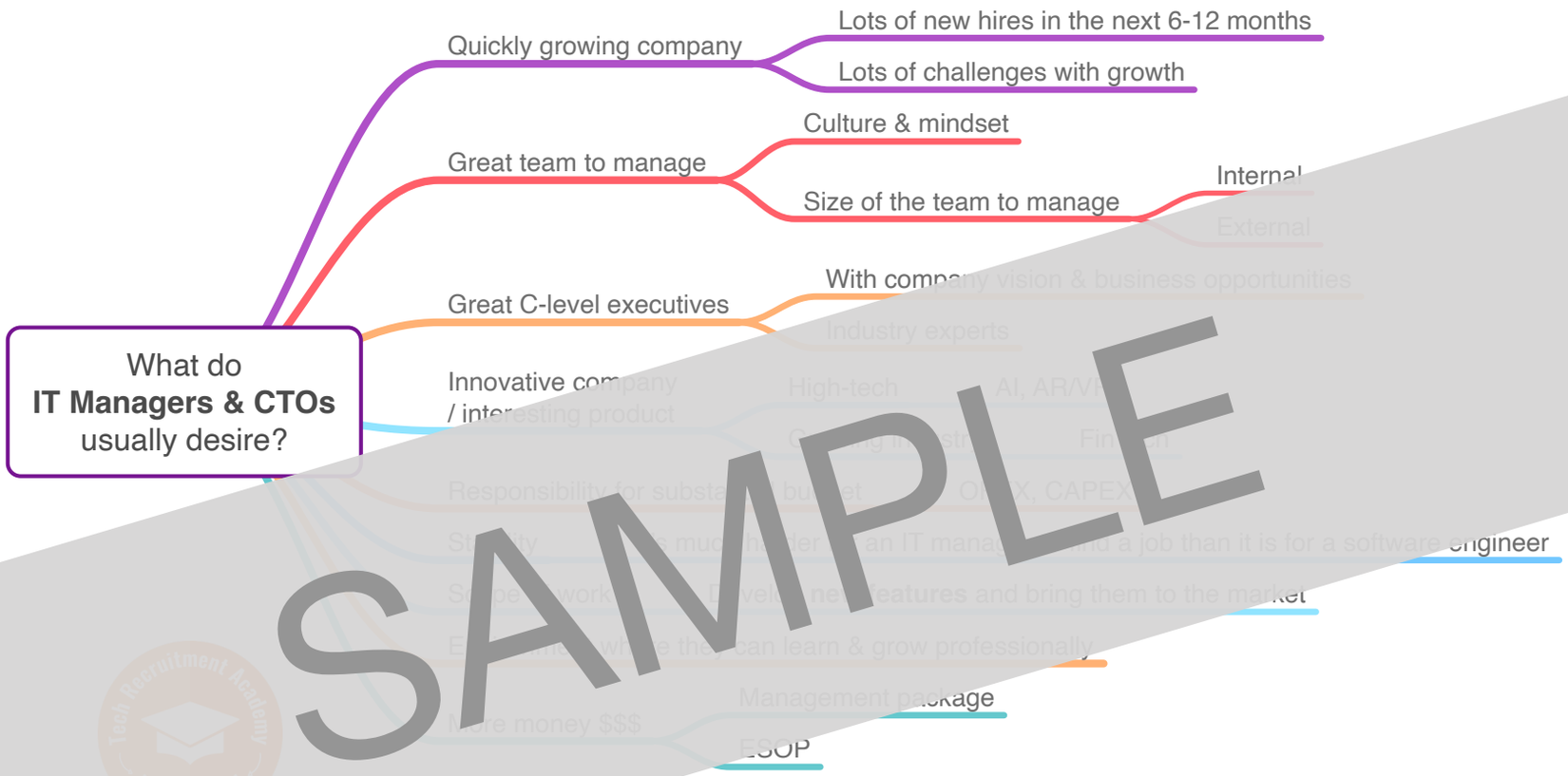

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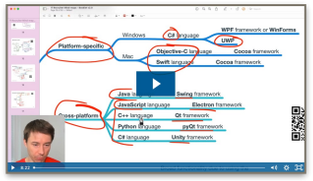
How to “sell” IT vacancies to CyberSecurity Engineers?



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Part 4

IT Talent Sourcing

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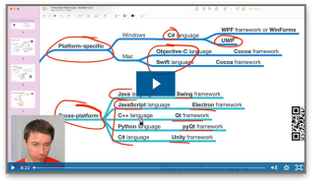
Introduction to Boolean Search



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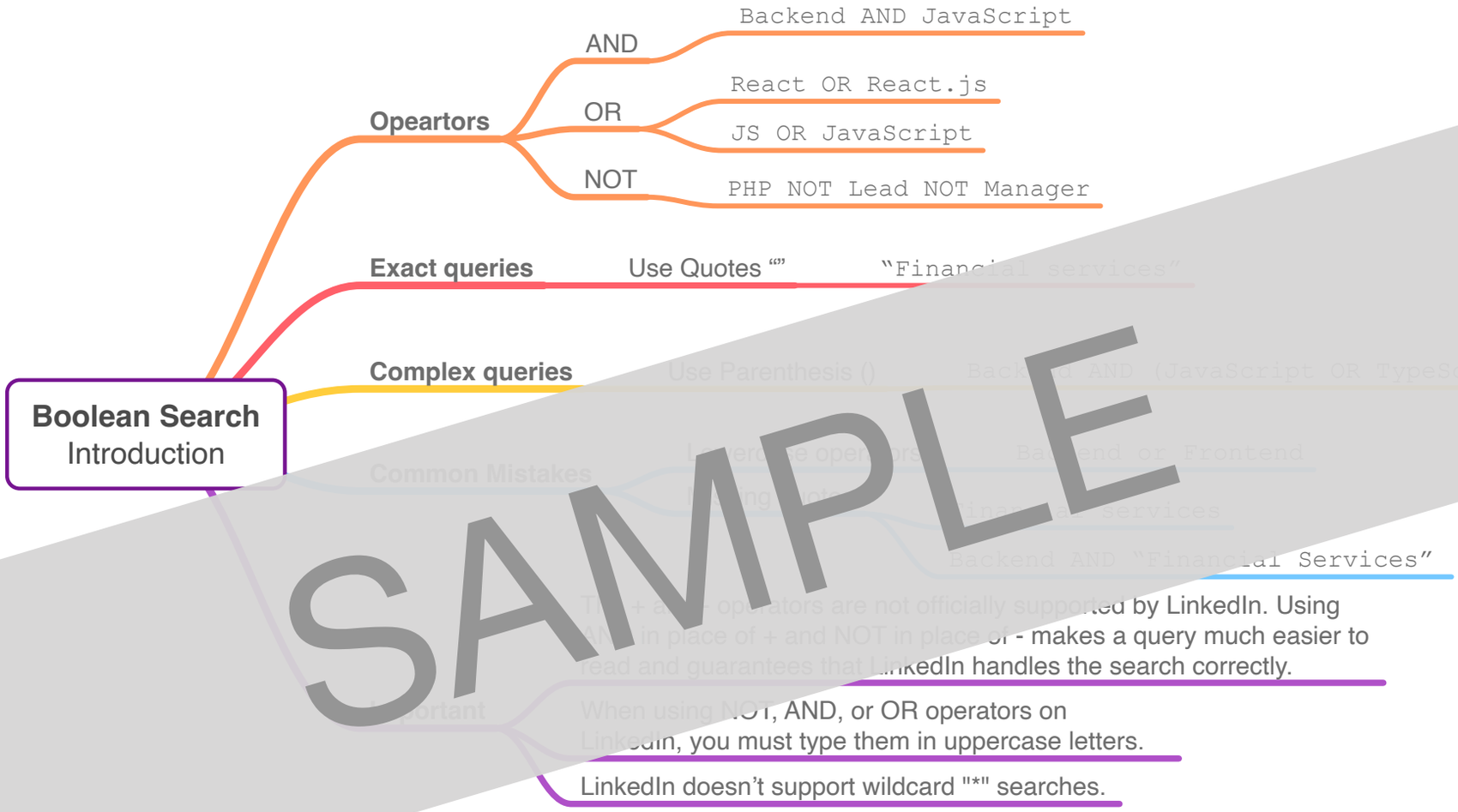

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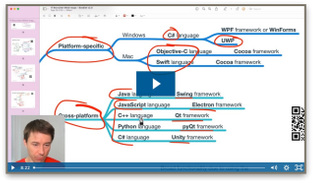
Boolean Search Examples



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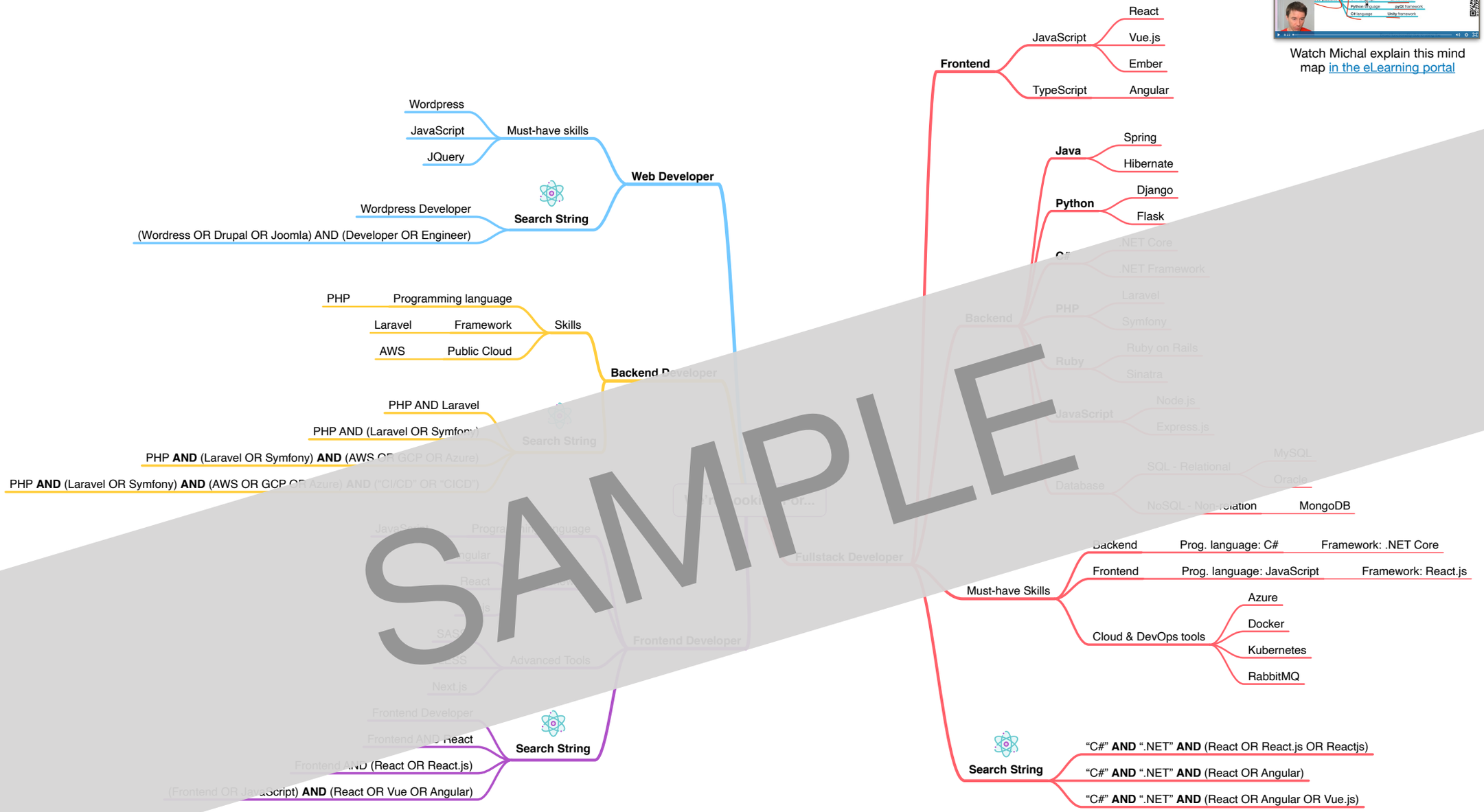

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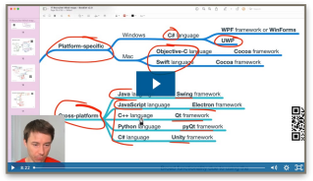
Boolean Search – Fullstack Java React Engineer



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Top must have skill sets:

- 5+ years of relevant professional experience
- Bachelor's degree in IT, Computer Science, Engineering, or related field
- 3 or more years of experience as software developer using standard web technologies
- 3 or more years of experience as software developer using **Java** and **JavaScript**
- Proficient with a full stack of modern web technologies and frameworks (**React**, Java, **Spring** etc.)
- Proficient in relational database languages and tools (SQL, Hibernate, Liquibase)
- Experience with **cloud** computing platforms (e.g., Microsoft Azure, Amazon AWS, Google Cloud Platform, etc.)
- Exposure in the delivery of applications and services leveraging **containers** (such as Kubernetes and AWS EKS) and/or **serverless** computing solutions (such as Google Cloud Functions and AWS Lambdas)
- Expertise in the integration of applications leveraging REST and message-based integrations using **queuing technologies** such as RabbitMQ, Kafka, Google Pub/Sub
- Experience with continuous integration and deployment practices

Boolean String:
Fullstack Java React Engineer

Step 1 Brainstorm Important Keywords

- Common Candidate Titles
  - Fullstack Engineer
  - Fullstack Java Engineer
  - Senior Fullstack Java Developer
  - Software Engineer
  - Senior SW Engineer
- Keywords Specific To This Typical Position
  - Java
  - JavaScript
  - Spring
  - React OR React.js OR ReactJS
  - Docker
  - Kubernetes
  - CI/CD OR CICD
  - RabbitMQ OR Kafka
  - DevOps
  - JUnit
  - JavaEE
  - J2EE
  - "Jakarta EE"

Step 2 Identify Keywords Specific To This Particular Requirement

- Title
  - (Senior OR Sr) AND Java AND (Developer OR Engineer)
  - -Senior -Sr AND Java AND ("Full Stack" OR "Full-Stack" OR SW OR Software)
  - ("Fullstack" OR "Full Stack" OR "Full-Stack") AND (Developer OR Engineer)
  - (Senior OR Sr) AND Consultant
- Keywords
  - Java
  - JavaScript
  - Spring
  - (Docker OR Kubernetes)
  - (CI/CD OR CICD)
  - (Jenkins OR Travis)
  - (RabbitMQ OR Kafka)
  - DevOps
  - (JUnit OR Cucumber)
  - (JavaEE OR J2EE OR "Jakarta EE")

Step 3 Place On LinkedIn

Step 4 Typical Career Paths To Look For

- Tester => Software Developer => Backend Engineer => Senior Backend Engineer
- Junior Backend Developer => Junior Backend Engineer => Fullstack Engineer => Senior Backend Engineer
- QA Specialist => Backend Engineer => Senior Backend Engineer

Step 5 Match Candidates Based On

- Current title
- Previous title
- Seniority
  - Overall
  - Related to Java development
- Length in the latest job (exclude < 1 year)
- Location

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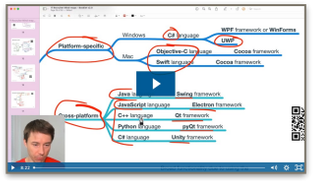
Boolean Search – Frontend React Engineer



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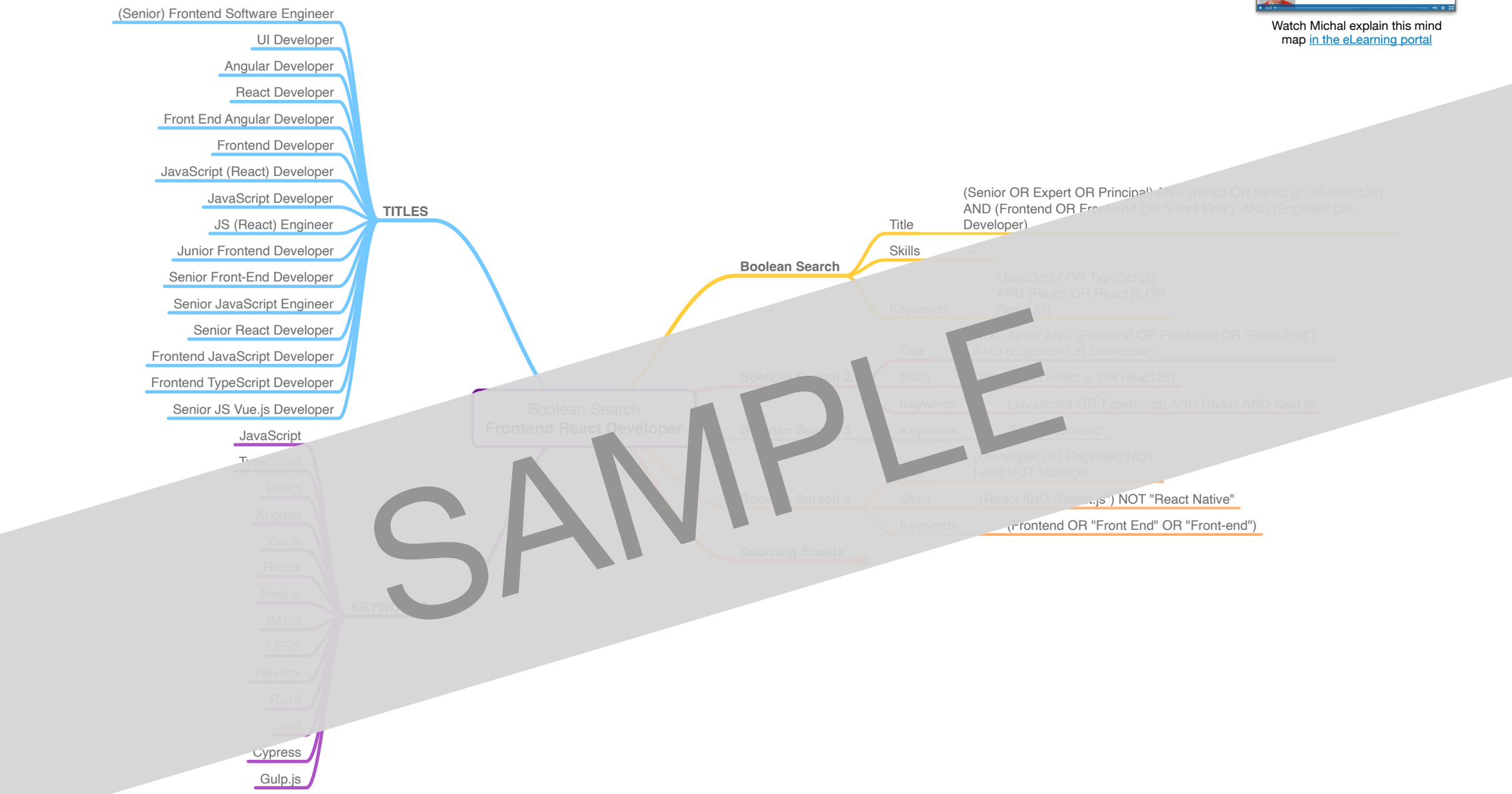

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Part 5

Software Development Overview

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

Tech Recruitment Booster Program
Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

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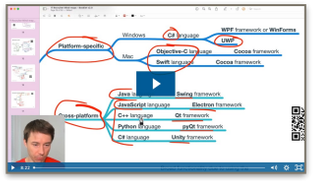
Software Development with JavaScript Language



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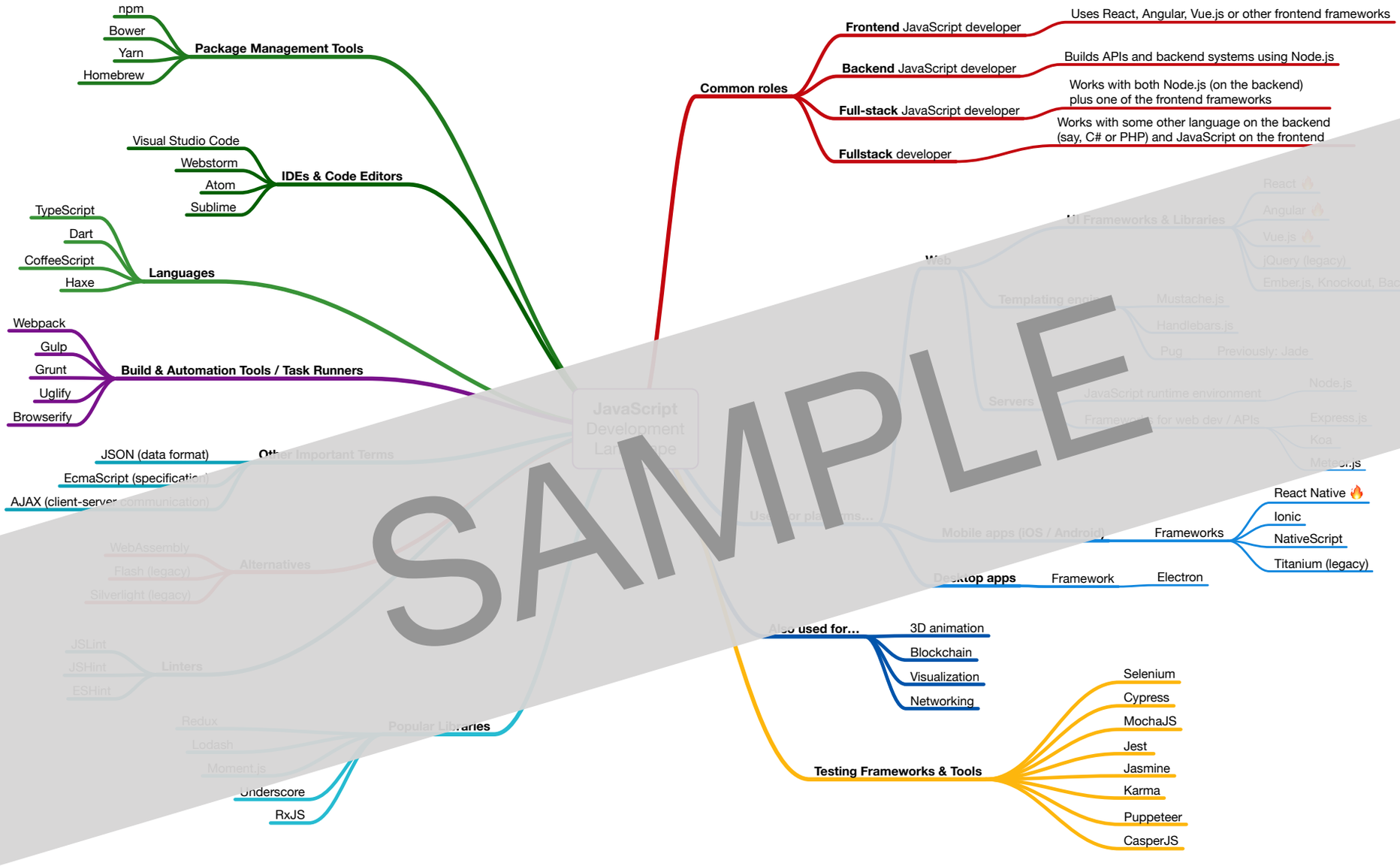

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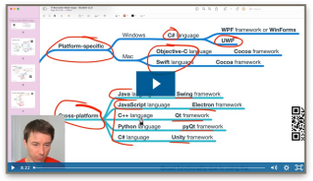
Software Development with Java Language



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- Java Development Landscape
  - Used for
    - Web
    - Desktop
    - Mobile (Android)
  - Data processing & streaming
    - Hadoop
    - Kafka
  - Need to know
    - Source code written by a programmer is compiled into **bytecode.**
    - Java Virtual Machine (JVM) is a component responsible for execution of the bytecode on Windows, Mac, Linux, ... That's why Java is platform-independent.
    - There is no technical relationship between Java and JavaScript at all.
    - The language that is the most analogous and used for similar purposes is the C#/.NET stack from Microsoft.
    - Java language itself is open source.
  - Java Standard Edition (Java SE)
    - Java SE's API provides the core functionality of the Java programming language.
  - Java Enterprise Edition (Java EE / Jakarta EE)
    - The Java EE platform provides an API and runtime environment for developing and running large-scale, multi-tiered, scalable, reliable, and secure network applications.
    - "Java EE" was renamed to "Jakarta EE" in 2019.
  - Java Micro Edition (Java ME)
    - Platform for embedded device development.
  - Mobile App Development
    - Java
    - Kotlin
    - Native Android applications
  - JVM Languages
    - Groovy
    - Kotlin
    - Scala
    - Clojure
  - Frameworks
    - Web Development Frameworks
      - Spring
      - Grails
      - Spark
      - Apache Struts
      - GWT (Google Web Toolkit)
      - JSF (JavaServer Faces)
      - Play
      - Quarkus
    - Enterprise Frameworks
      - Spring Framework
        - Spring Boot
        - Spring Data
        - Spring Security
        - Spring Cloud
      - Jakarta EE
        - JPA
        - Hibernate
        - JSF
        - MyFaces
        - CDI
        - Weld
        - EE Security
        - Soteria
    - APIs
      - JSON
        - Jackson
        - Gson
      - REST
        - Spark
        - Jersey
    - Reactive
    - Persistence
      - Hibernate - Object Relational Mapping (ORM) framework
    - UI
      - Template Engines
        - Mustache
        - Thymeleaf
        - Freemaker
      - GUI
        - JavaFX
      - Frameworks
        - JSF
          - Primefaces
          - OmniFaces
        - Vaadin
  - Testing Frameworks
    - JUnit
    - Selenium
    - Cucumber
    - REST Assured

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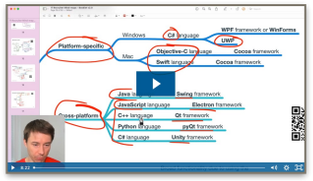
Software Development with C# Language and .NET



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- **Languages**
  - C#
  - F#
  - Visual Basic
- **Frameworks**
  - .NET Framework
  - .NET Core
  - Xamarin
  - UWP
  - Mono
  - Unity
- **Testing frameworks**
  - Built-in Visual Studio testing tools
  - MSTest
  - NUnit
  - xUnit.NET
- **Other technologies**
  - Entity Framework
  - LINQ
  - SignalR
  - NuGet
- **IDEs & Code editors**
  - IDEs
    - Visual Studio
    - JetBrains Rider
  - Code editors
    - Visual Studio Code
- **Databases**
  - SQL Server
  - SSMS
- **Used for**
  - **Web development**
    - ASP.NET Core
      - ASP.NET Core MVC
      - Razor Pages
      - SPA
      - Blazor
  - **Mobile app development**
    - Xamarin
      - Xamarin.Android
      - Xamarin.iOS
      - Xamarin.Forms
  - **Desktop app development**
    - WinForms
    - WPF
    - UWP
  - **Games development**
    - Unity
    - MonoGame
    - CRYENGINE
  - **Machine learning**
    - ML.NET
  - **Internet of Things**
    - Windows IoT
    - UWP
- **Roles**
  - Fullstack .NET developer
    - C# on the backend, Blazor on the frontend. Or JavaScript with Angular or React.
  - ASP.NET engineer
    - Web developer
  - Backend .NET developer
  - .NET engineer
  - C# developer
  - Mobile app developer

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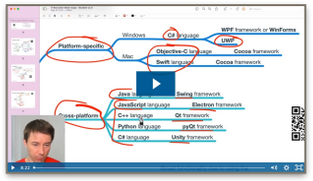
Software Development with PHP Language



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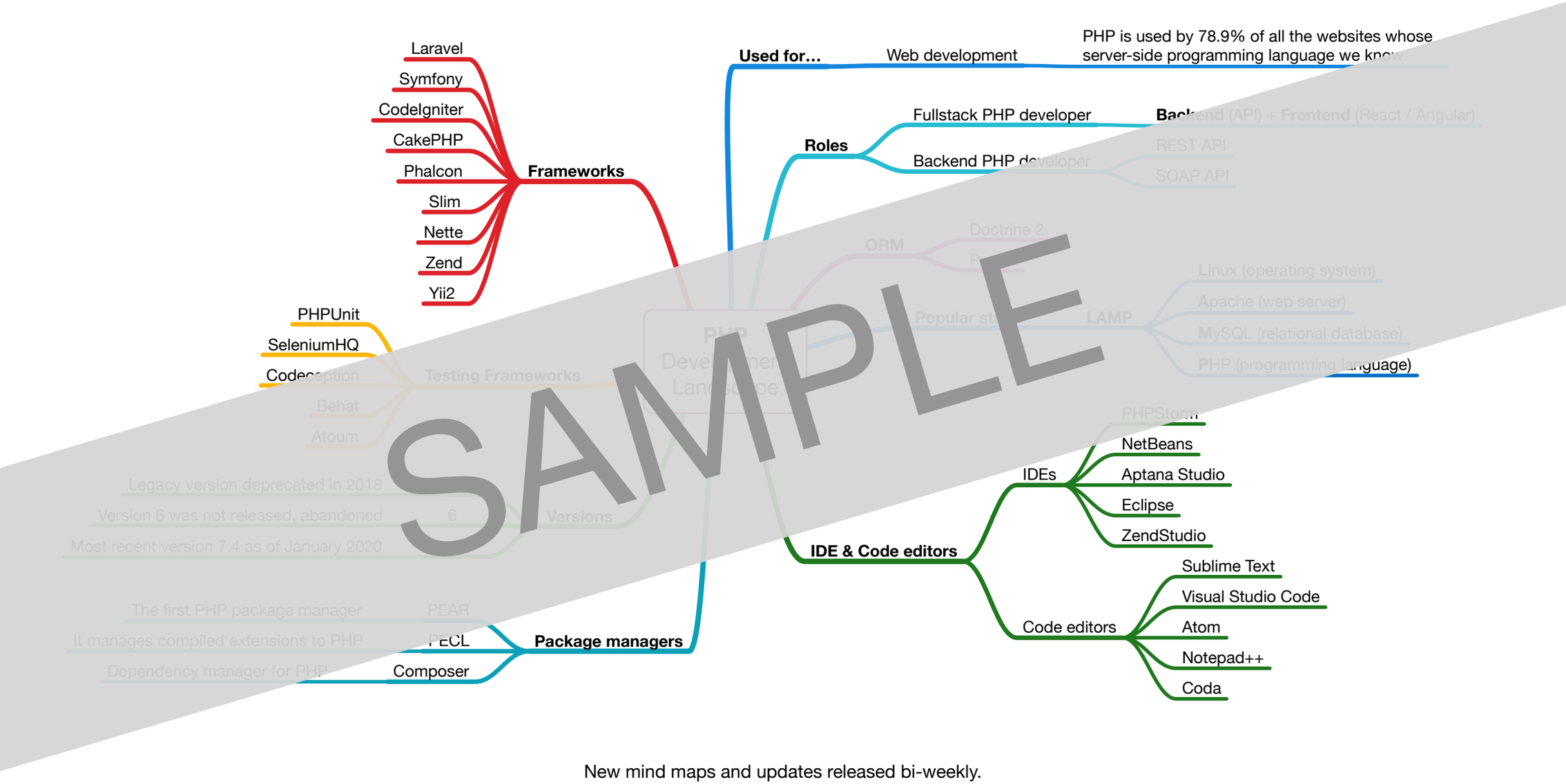

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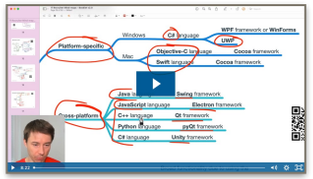
Software Development & Data Engineering with Python Language



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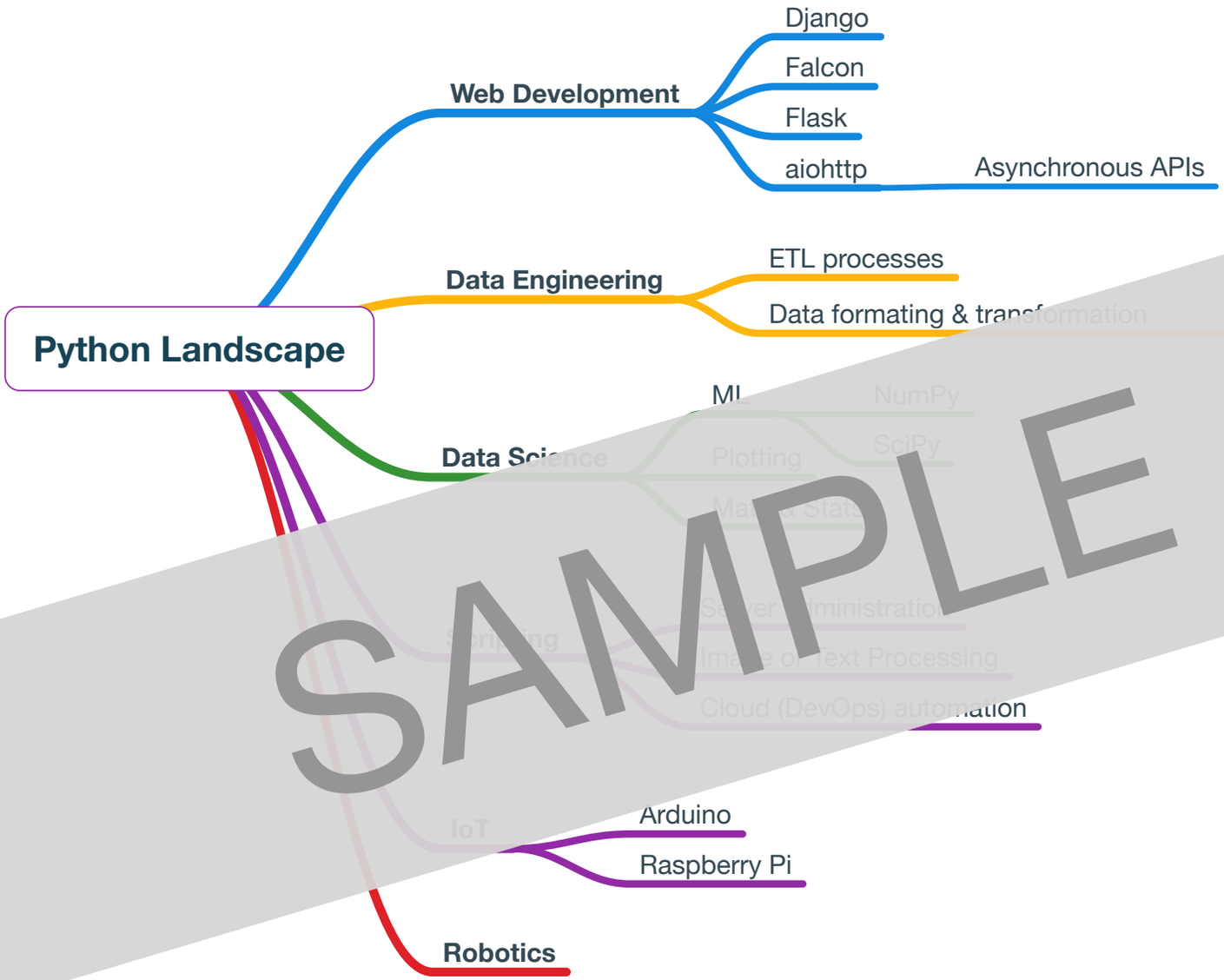

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Part 6

Recruiting Software Developers

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

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Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

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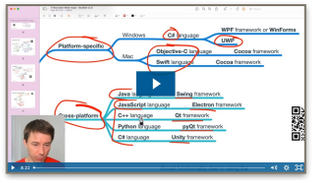
Web Development – Simplified



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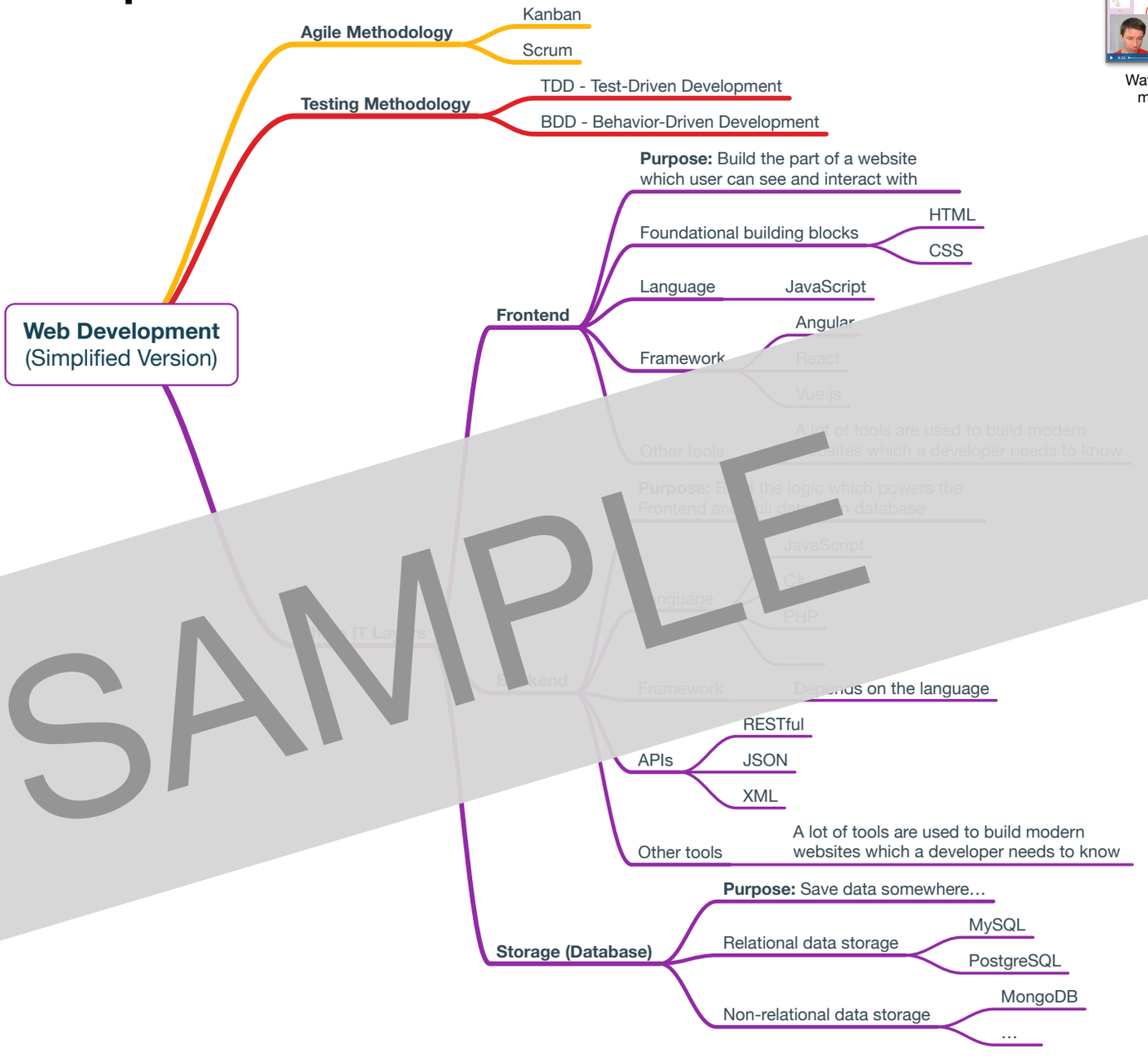

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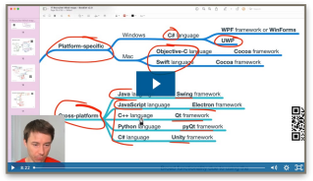
Web Development – Detailed



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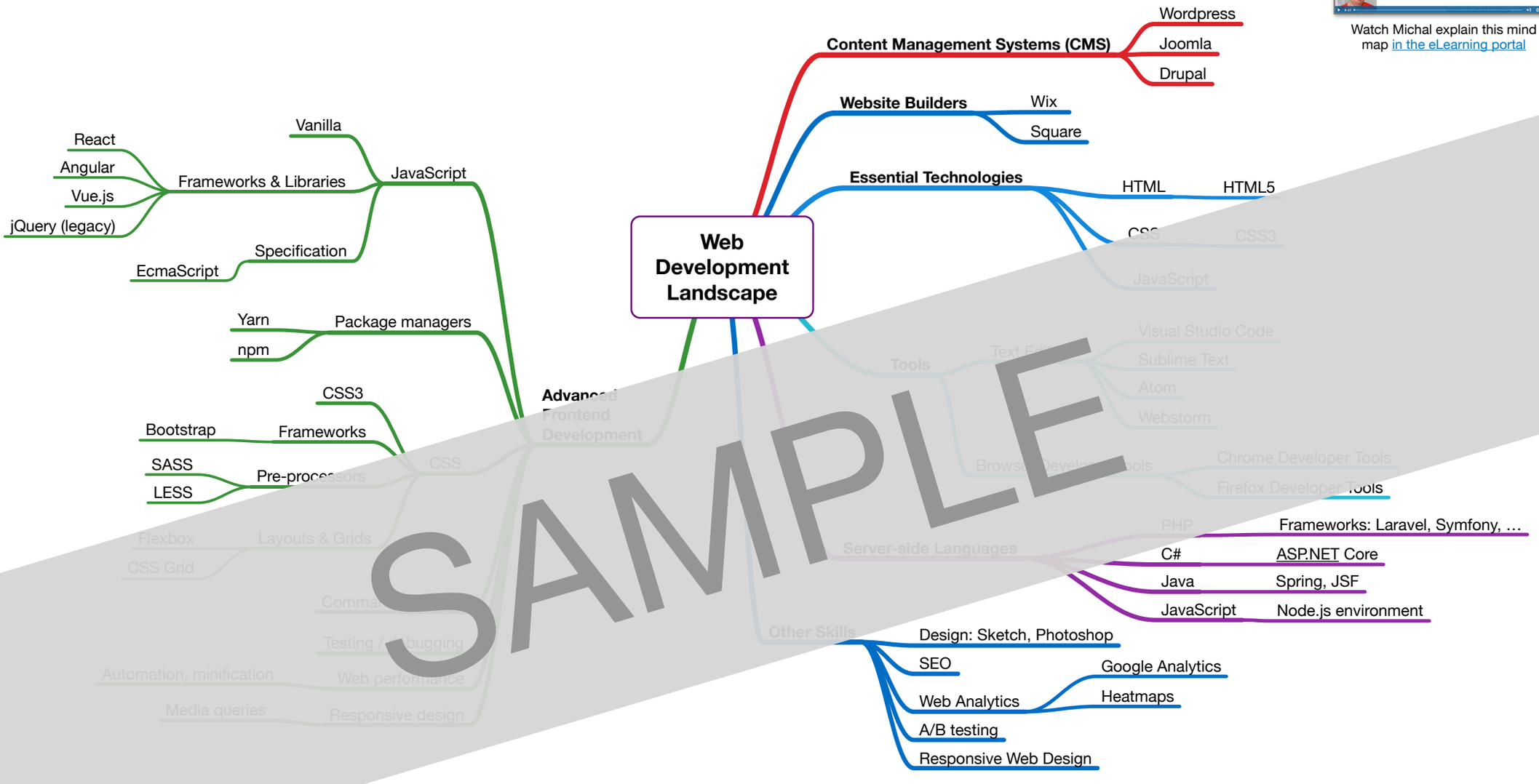

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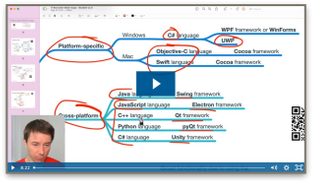
HTML, CSS, XML



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HTML
HyperText Markup Language

- It's a standard markup language for documents designed to be displayed in a web browser. It helps developers create and design web content.
- Defines **structure** of a web page
  - Headings, paragraphs, images
  - Forms, input boxes
  - Buttons
- HTML5
  - The last major version of HTML which brings new elements such as `<section>`, `<article>`, `<nav>`, `<header>` and `<footer>`

```
<!DOCTYPE html>
<html>
<body>

<h1>My First Heading</h1>

<p>My first paragraph.</p>

</body>
</html>
```

Example HTML document

XML
Extensible Markup Language

- It's a markup language which is designed to store or transfer data.

```
<note>
  <to>Tove</to>
  <from>Jani</from>
  <heading>Reminder</heading>
  <body>Don't forget me this weekend!</body>
</note>
```

Example XML document

CSS
Cascading Style Sheets

- Defines **visual style** of a web page
  - Font size and
  - Margin, padding
  - Text alignment
  - Background
  - Borders
- CSS3
  - The last version of CSS which brings round corners, shadows, gradients, transitions, and grid layout.
- Frameworks
  - Bootstrap
  - Flexbox
- Layout grids
  - CSS Grid
- Pre-processors
  - SASS
  - LESS
- Style guides
  - Atomic
- Responsive design
  - Media queries

```
body {
  background-color: black;
  text-align: center;
  color: white;
  font-family: Arial, Helvetica, sans-serif;
}
</style>
```

Example CSS style

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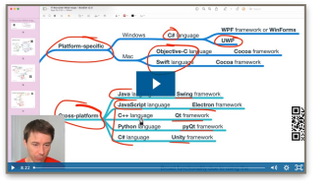
Page 50

Mobile Application Development - iOS Platform



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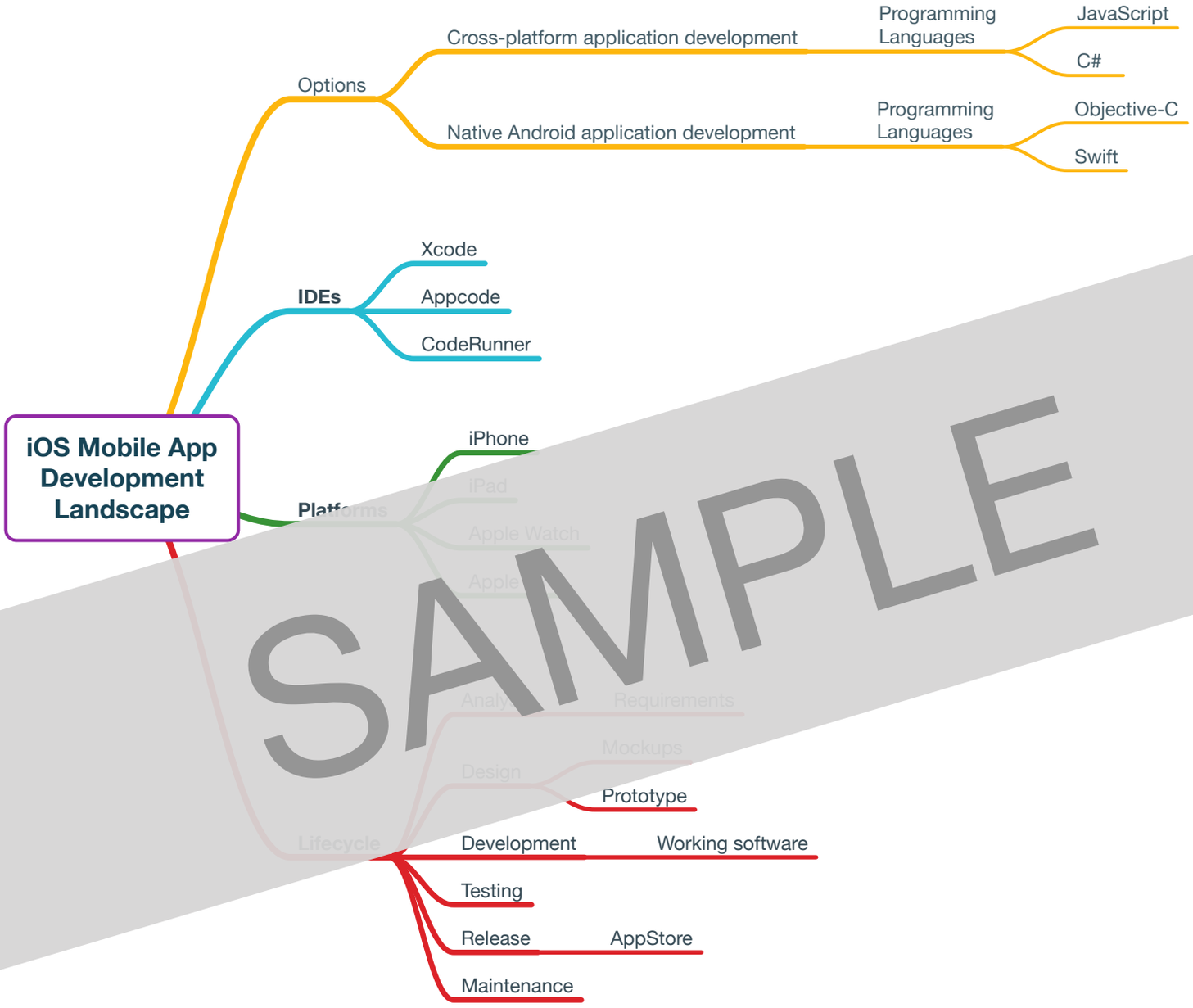

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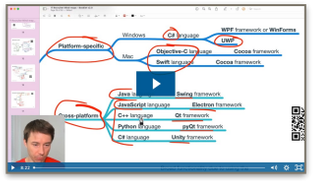
Mobile Application Development - Android Platform



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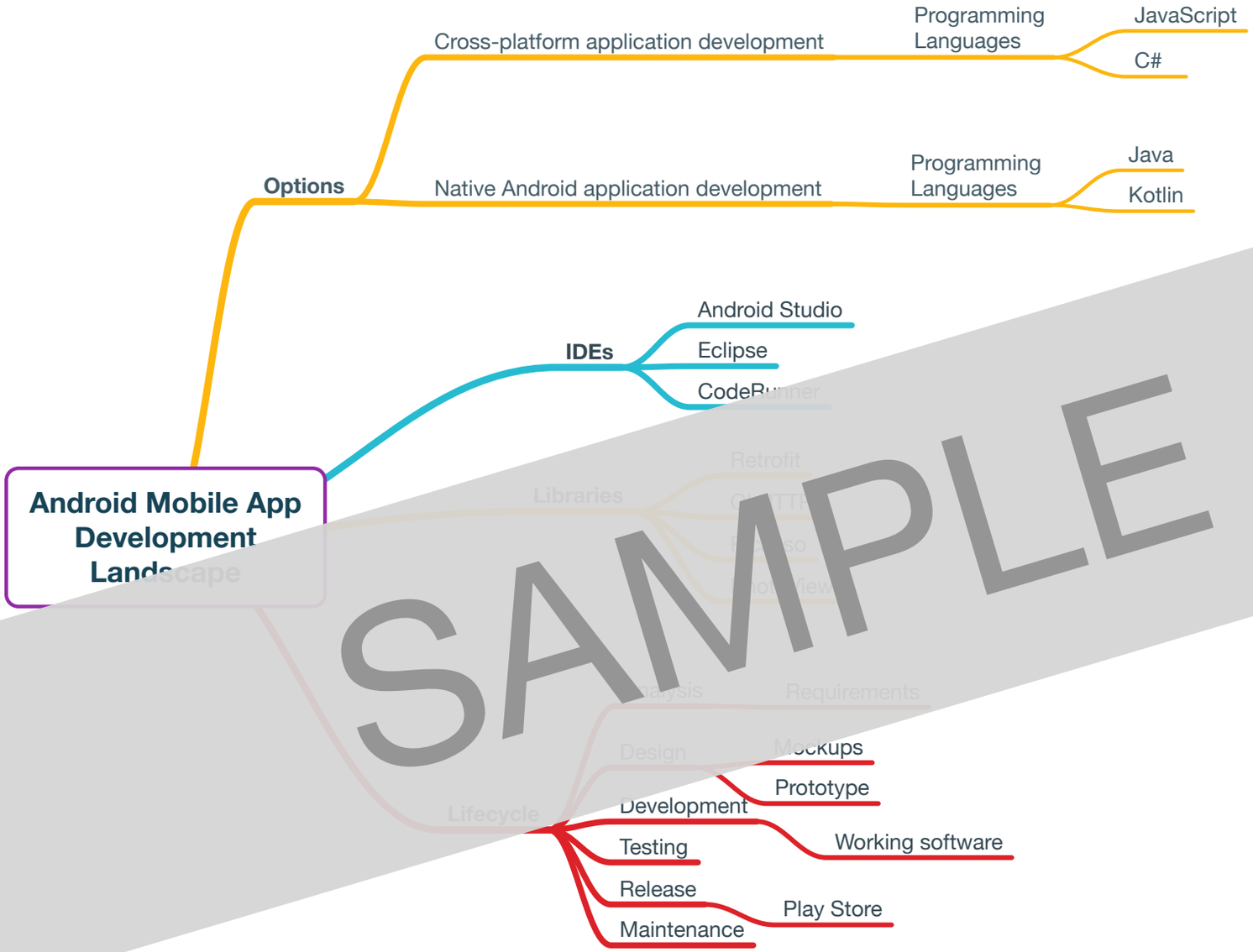

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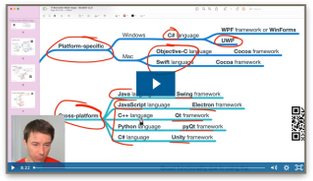
Desktop Application Development



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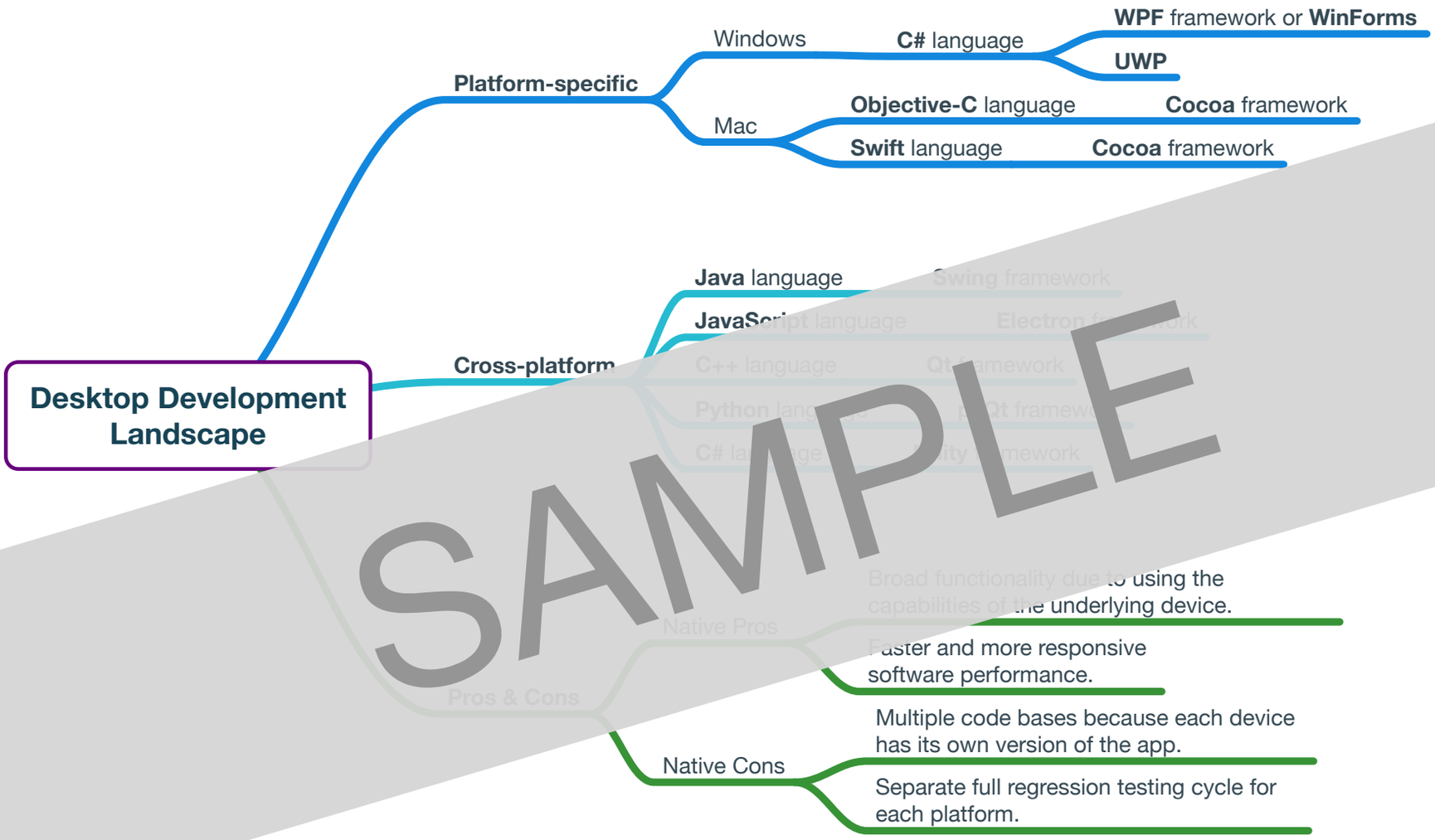

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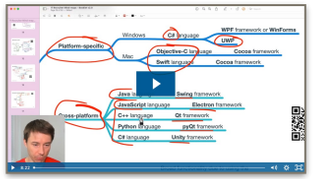
Enterprise Application Development



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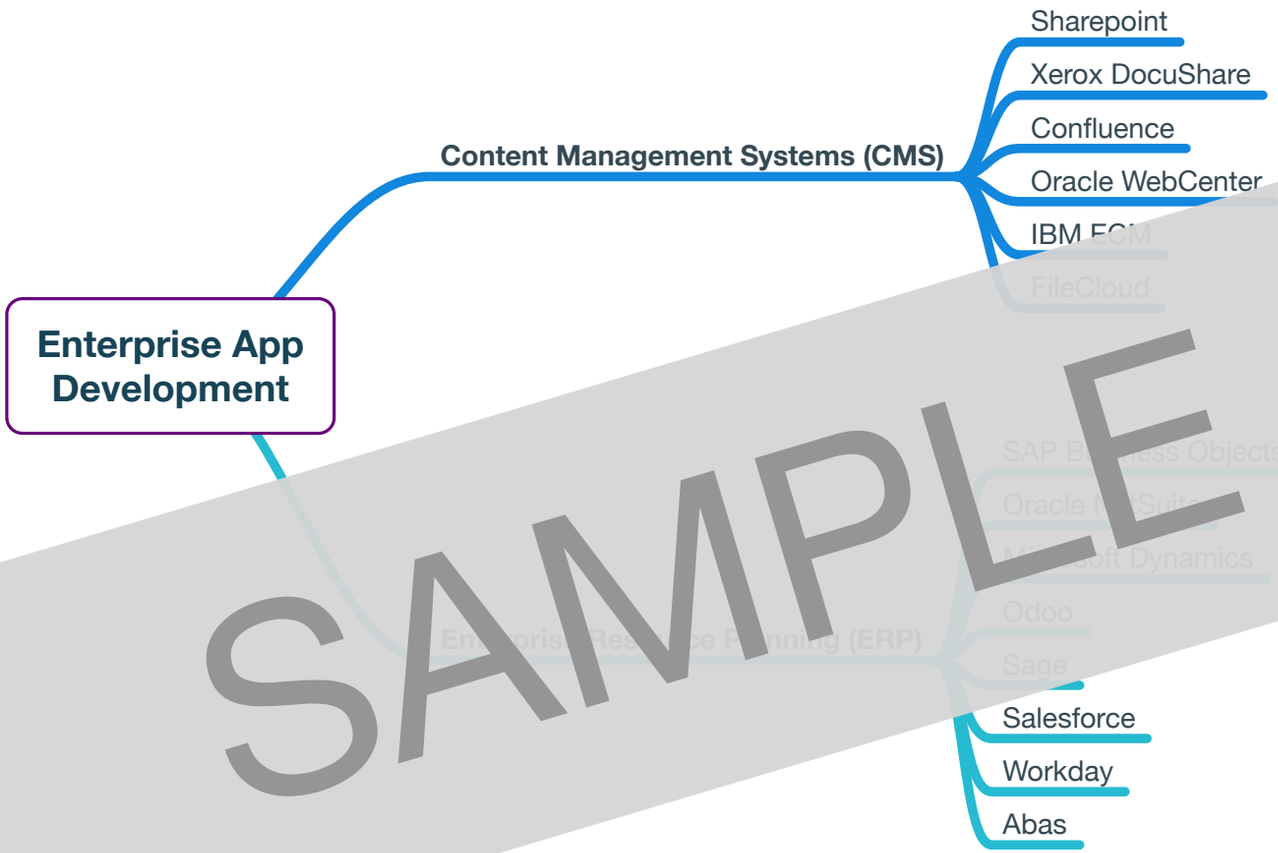

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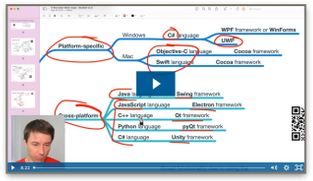
Programming Languages & Software Frameworks - High Level



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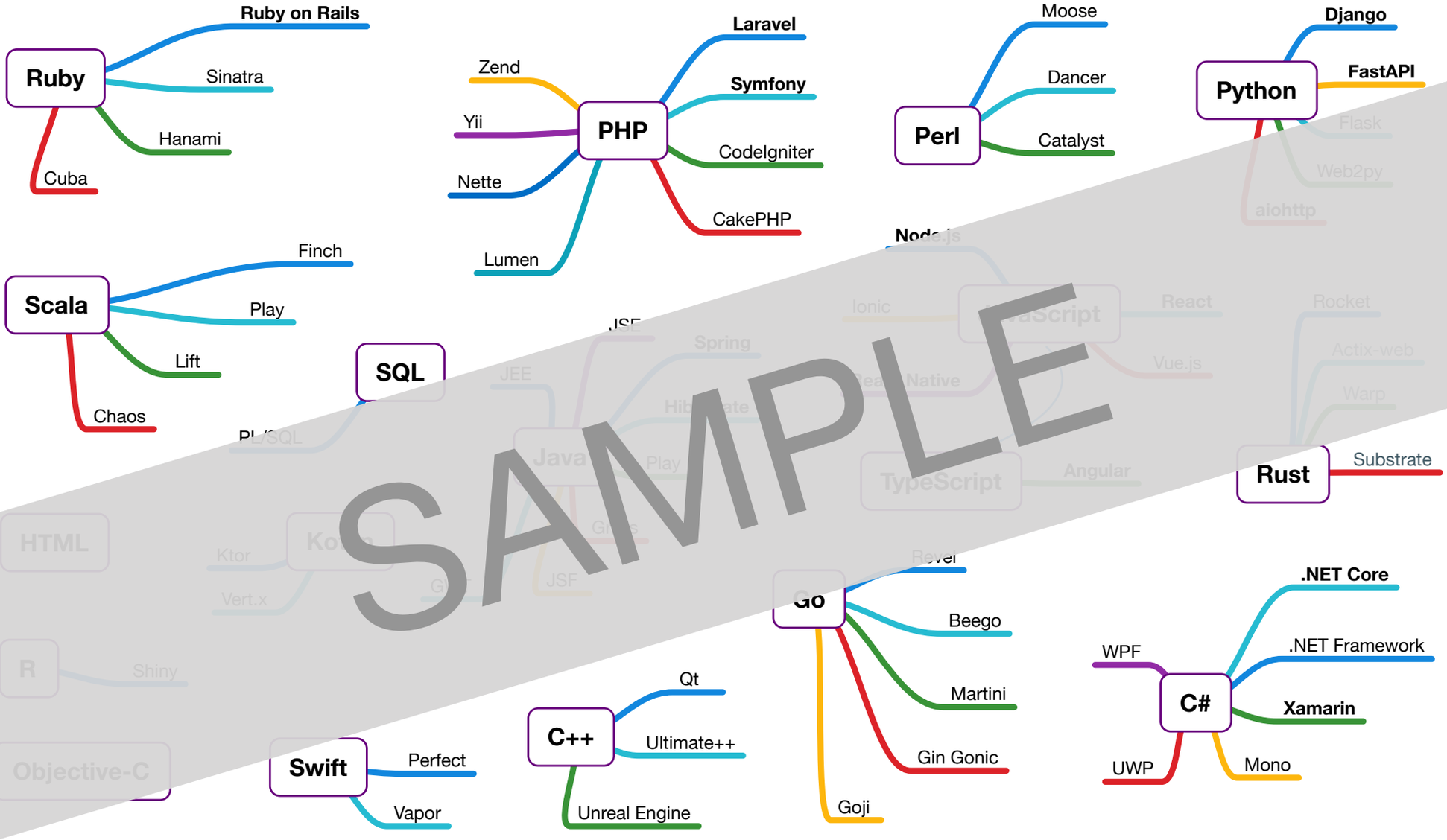

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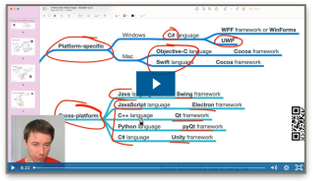
Programming Languages & Software Frameworks - Detailed



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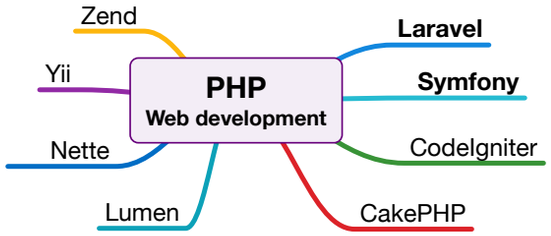

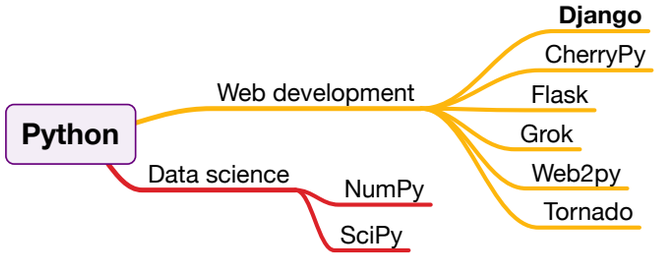

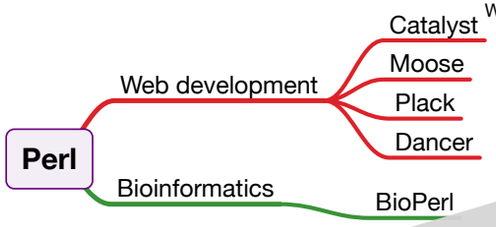

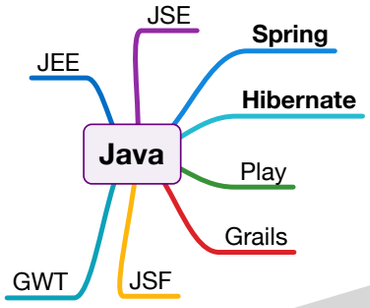

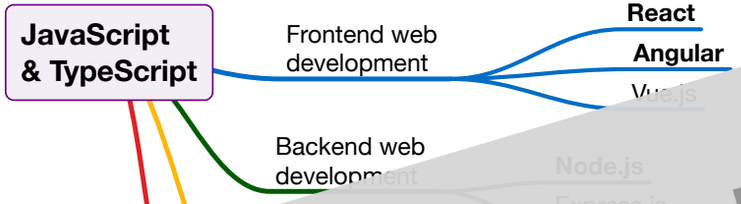

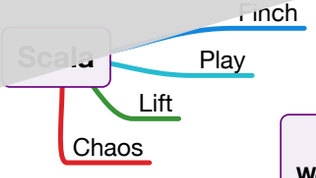

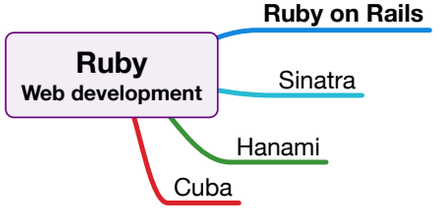

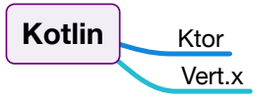

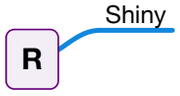

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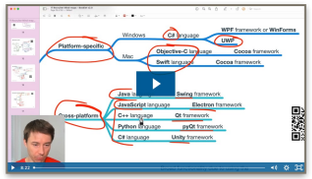
Recruiting Frontend Web Developers



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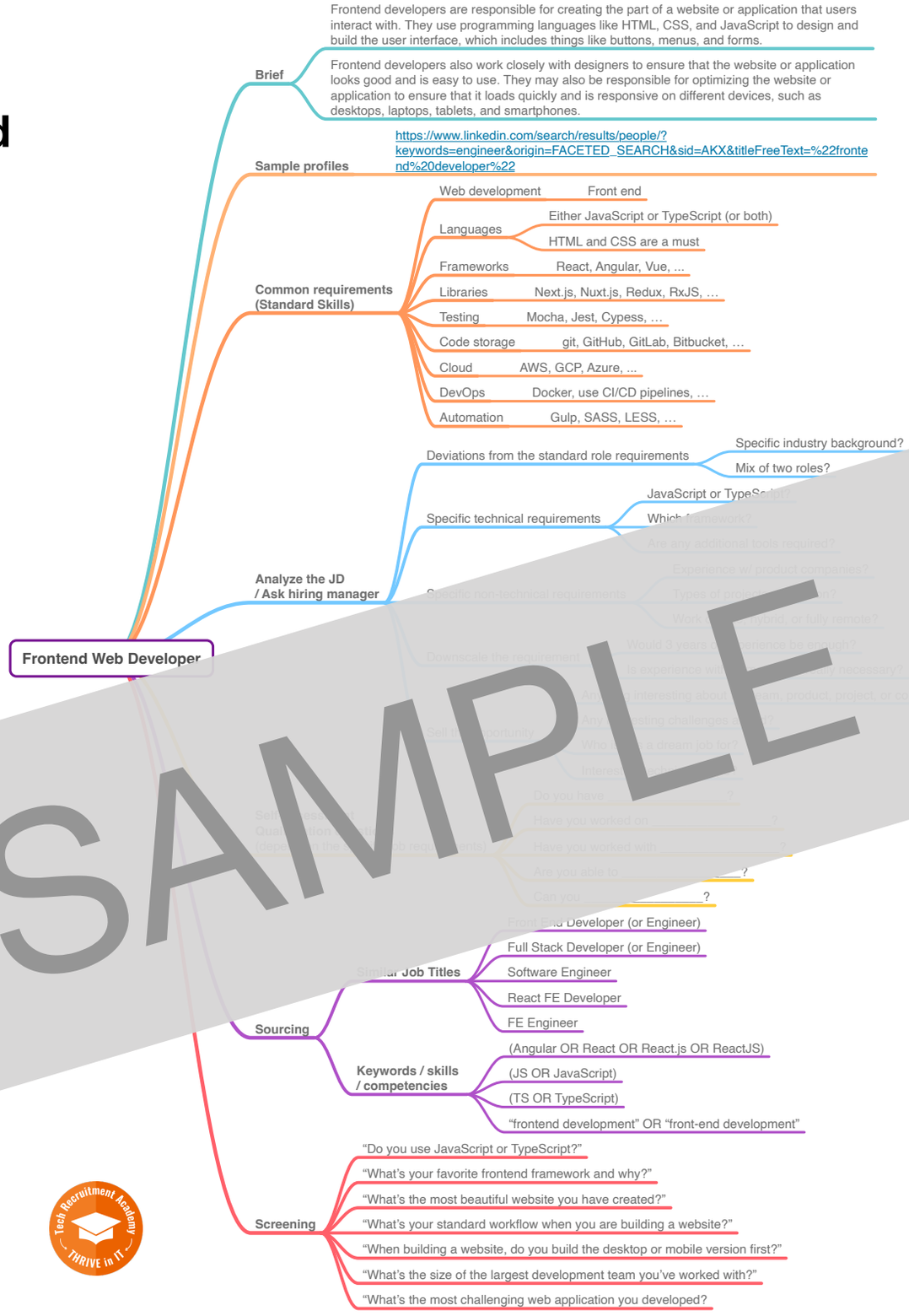

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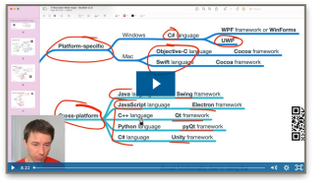
Recruiting Full-Stack JavaScript/TypeScript Web Developers



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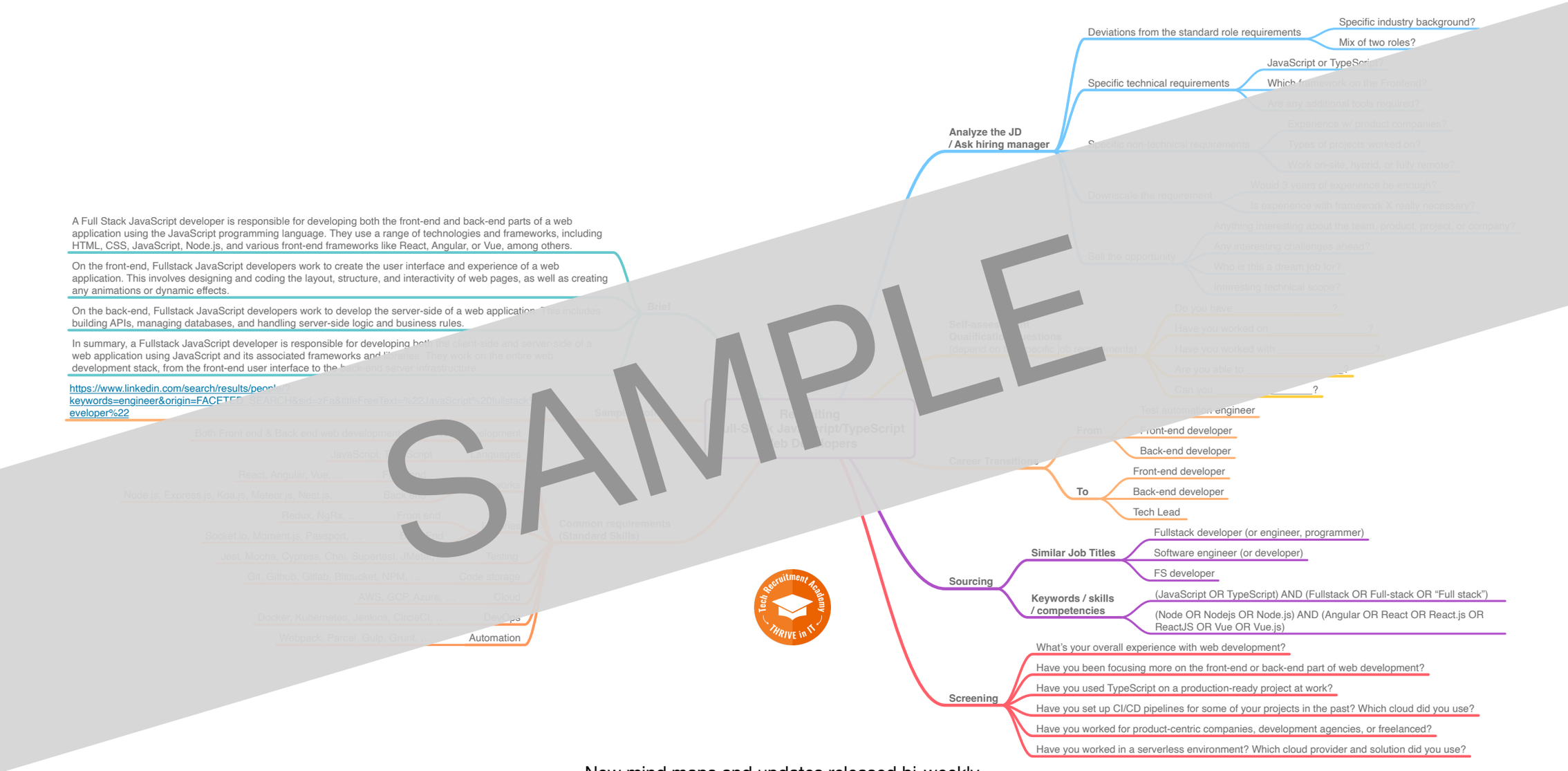

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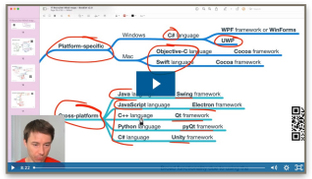
Recruiting Backend C# Web Developers



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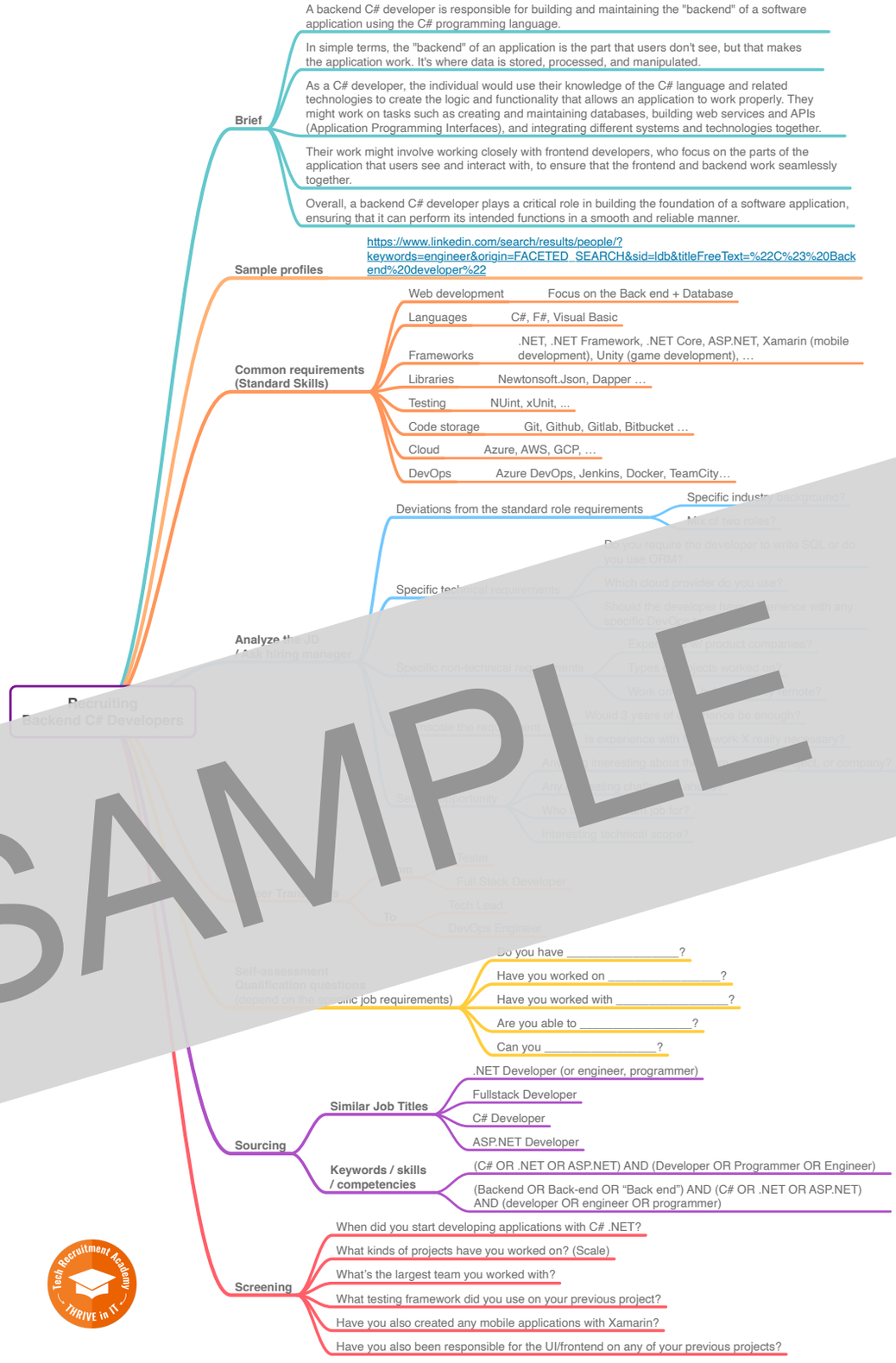

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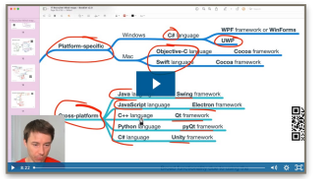
Recruiting Backend Java Web Developers



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- **Recruiting Backend Java Developers**
  - **Brief**
    - A backend Java developer is responsible for creating and maintaining the server-side components of web applications, which are not visible to users but are crucial for the application to function properly.
    - Some of the tasks that a backend Java developer may do include designing and implementing application architecture, creating and managing databases, handling server-side scripting and programming, managing security and access control, and optimizing application performance.
    - In essence, a backend Java developer is responsible for the "behind-the-scenes" work that makes web applications work smoothly and efficiently.
  - **Sample profiles**
    - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=cKQ&titleFreeText=%22Java%20developer%22
  - **Common requirements (Standard Skills)**
    - Web development — Back end + Storage (database)
    - Languages — Java, Kotlin
    - Frameworks — Spring, JEE, Struts….
    - Libraries — Hibernate, Log4j, Jackson,…
    - Testing — JUnit, Mockito, TestNG, Selenium, Apache JMeter, Cucumber…
    - Code storage — Git, Github, Gitlab, Bitbucket, …
    - Cloud — AWS, GCP, Azure, …
    - DevOps — Jenkins, Docker, Ansible, use CI/CD pipelines, …
    - Automation — Maven, Gradle….
  - **Analyze the JD / Ask hiring manager**
    - Deviations from the standard role requirements
      - Specific industry background?
      - Mix of two roles?
    - Specific technical requirements
      - Java or Kotlin?
      - Which framework? Spring?
      - Experience with …
      - Are any additional tools required?
    - Specific non-technical requirements
      - Experience w/ product companies?
      - Types of projects worked on?
      - Work on-site or fully remote?
    - Downscale the requirement
      - Would … experience be enough?
      - Is experience with framework X really necessary?
      - Anything interesting … product, project, or company?
      - … interesting challenges solved?
      - … this is a dream …
      - … technical …
      - … automation …
      - Full-stack Java D…
      - Java Architect
      - Java Tech Lead
    - Do you have _____?
    - Have you worked … _____?
    - Have you worked with _____?
    - Are you able to _____?
    - Can you _____?
  - **Sourcing**
    - **Similar Job Titles**
      - Back End Developer (or Engineer)
      - Full Stack Developer (or Engineer)
      - Software Engineer
      - Java Developer
      - BE Engineer
    - **Keywords / skills / competencies**
      - (Java OR Kotlin)
      - (Spring OR Hibernate OR JEE)
      - “Backend development” OR “Back end development” OR “Back-end development”
  - **Screening**
    - “Have you created microservices? Which technology did you use?”
    - “Have you used SpringBoot in your previous project?”
    - “What is your favorite testing framework? Why?”
    - “What projects are you currently working on in your spare time? How did they come about?”
    - “Do you maintain any open-source repository?”
    - “Have you worked in an Agile team? Scrum?”

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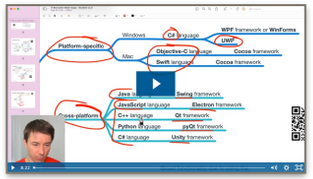
Recruiting Fullstack PHP Developers



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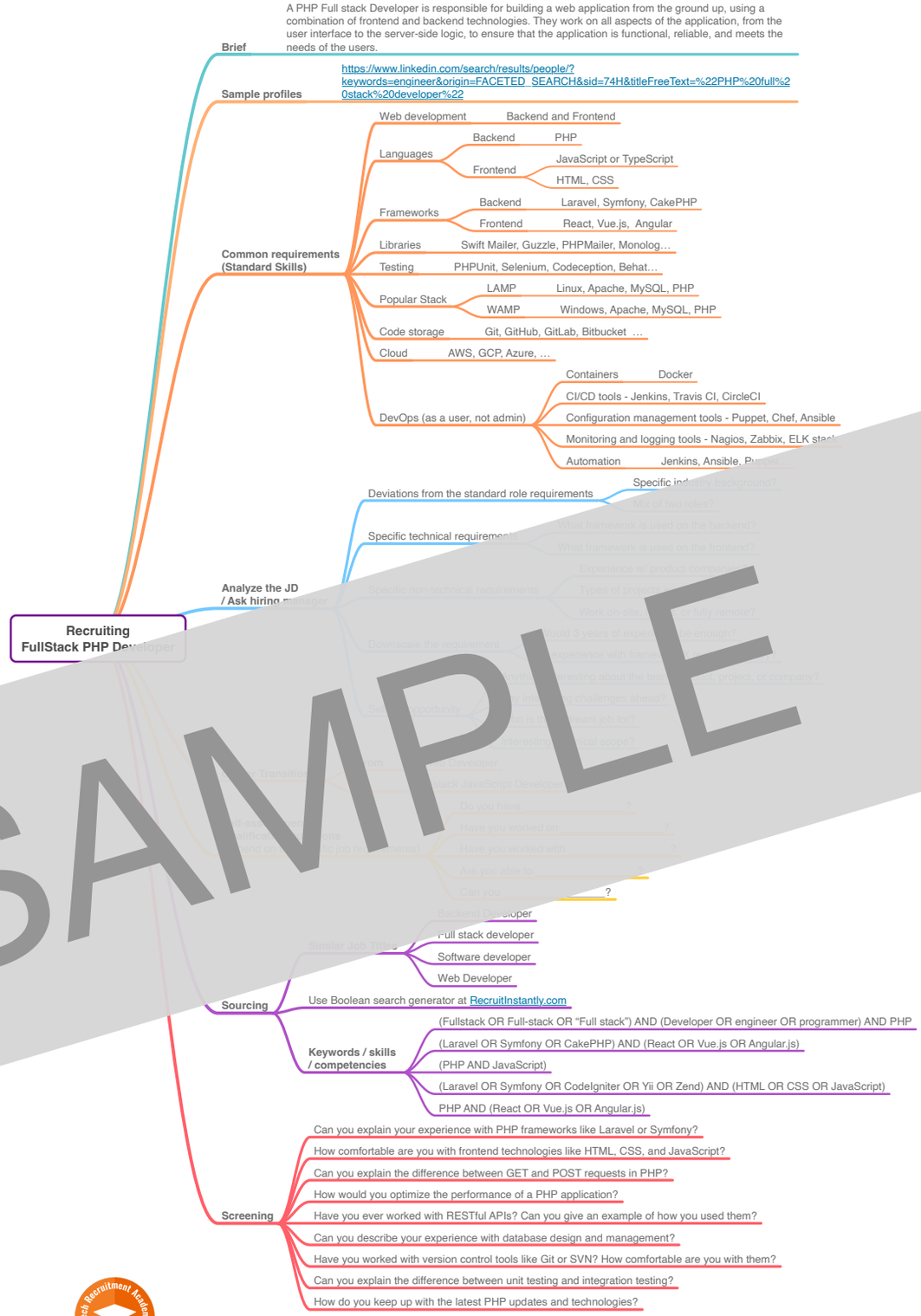

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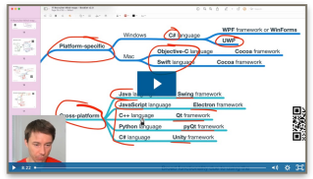
Recruiting SharePoint Developers



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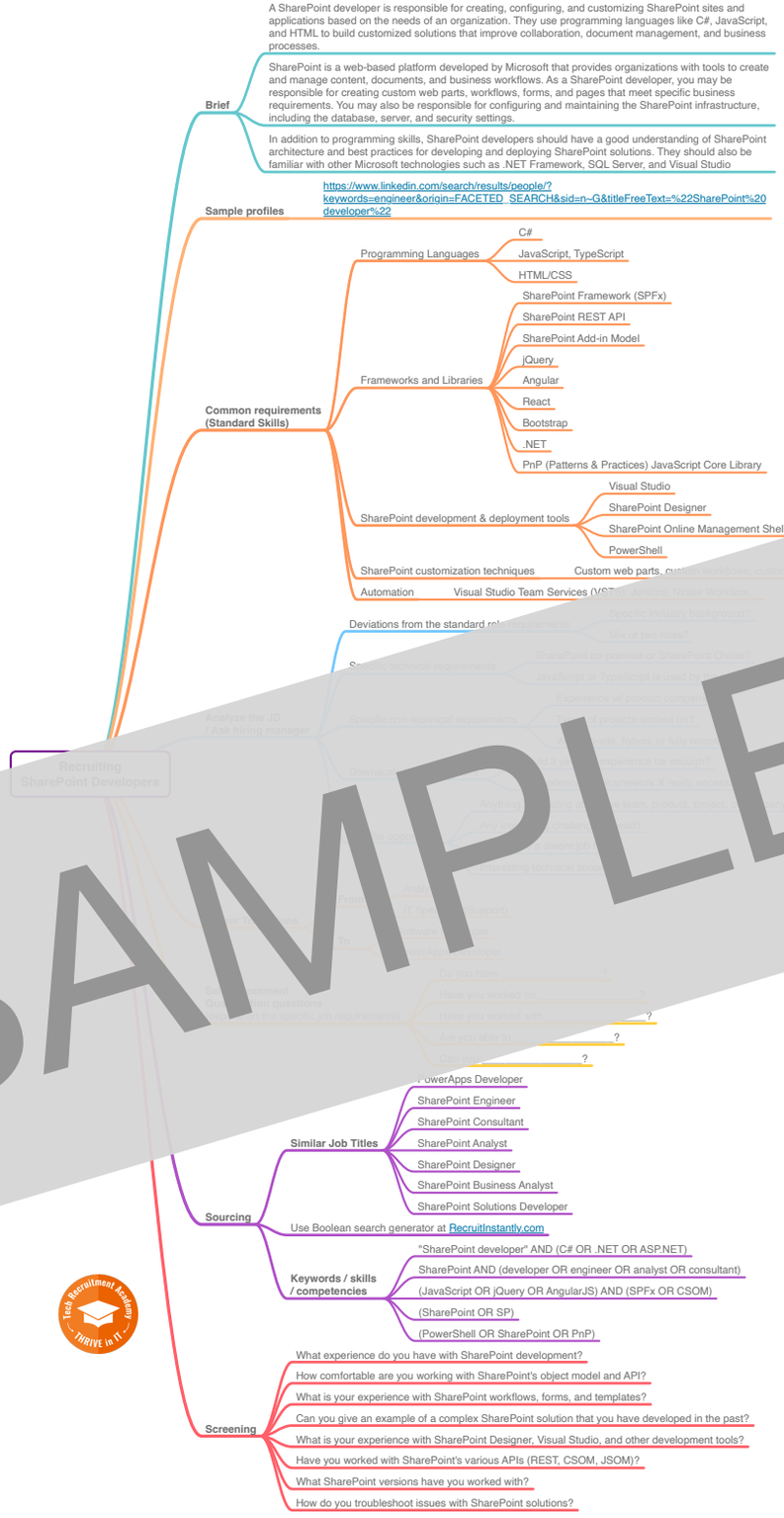

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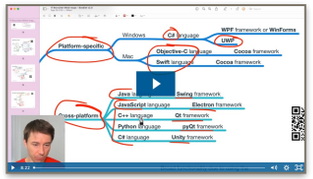
Recruiting SAP Developers



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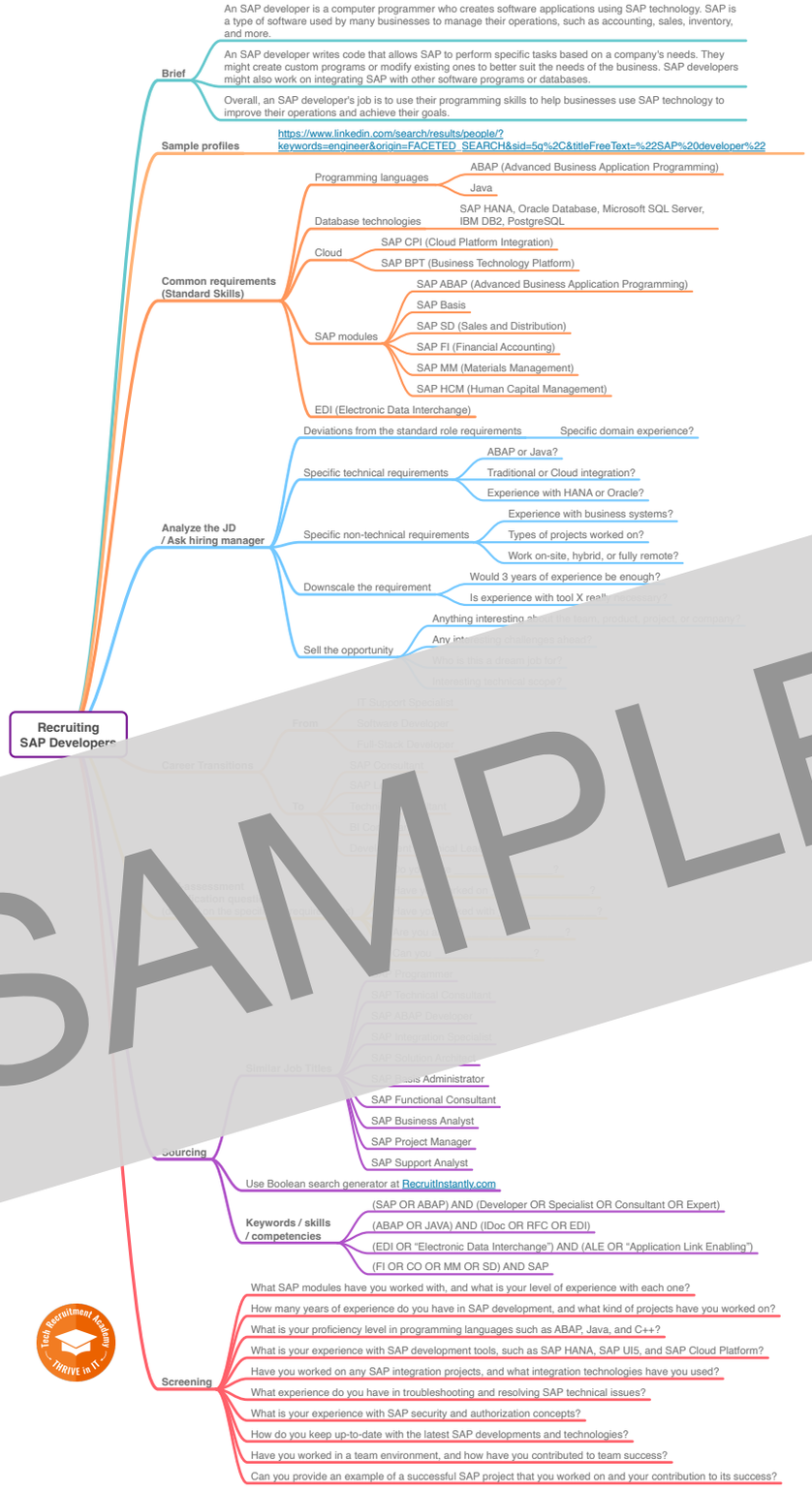

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Part 7

Recruiting DevOps And Cloud Engineers

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

Tech Recruitment Booster Program
Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

Full-Cycle Tech Recruitment Master Class
Transition to IT recruiting! We guarantee you'll get a new job or will start working commission-only as an IT recruitment consultant. **Click here to learn more…**

Training for Teams

On-demand Video Self-study Program
Onboard your new joiners with our proven materials and step-by-step guides. **Get in touch…**

Hybrid Live Training Program
Upskill your team in IT recruiting with a mix of pre-recorded training and Live sessions with Michal Juhas. **Get in touch…**

Customized Live Training Program
Get your team to the next level with our tailor-made professional training focused on the most difficult IT positions. Your team will close more IT vacancies, guaranteed! **Let's talk…**

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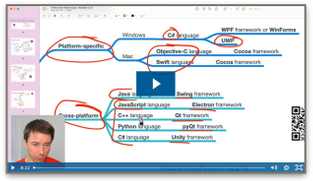
Cloud Computing Overview



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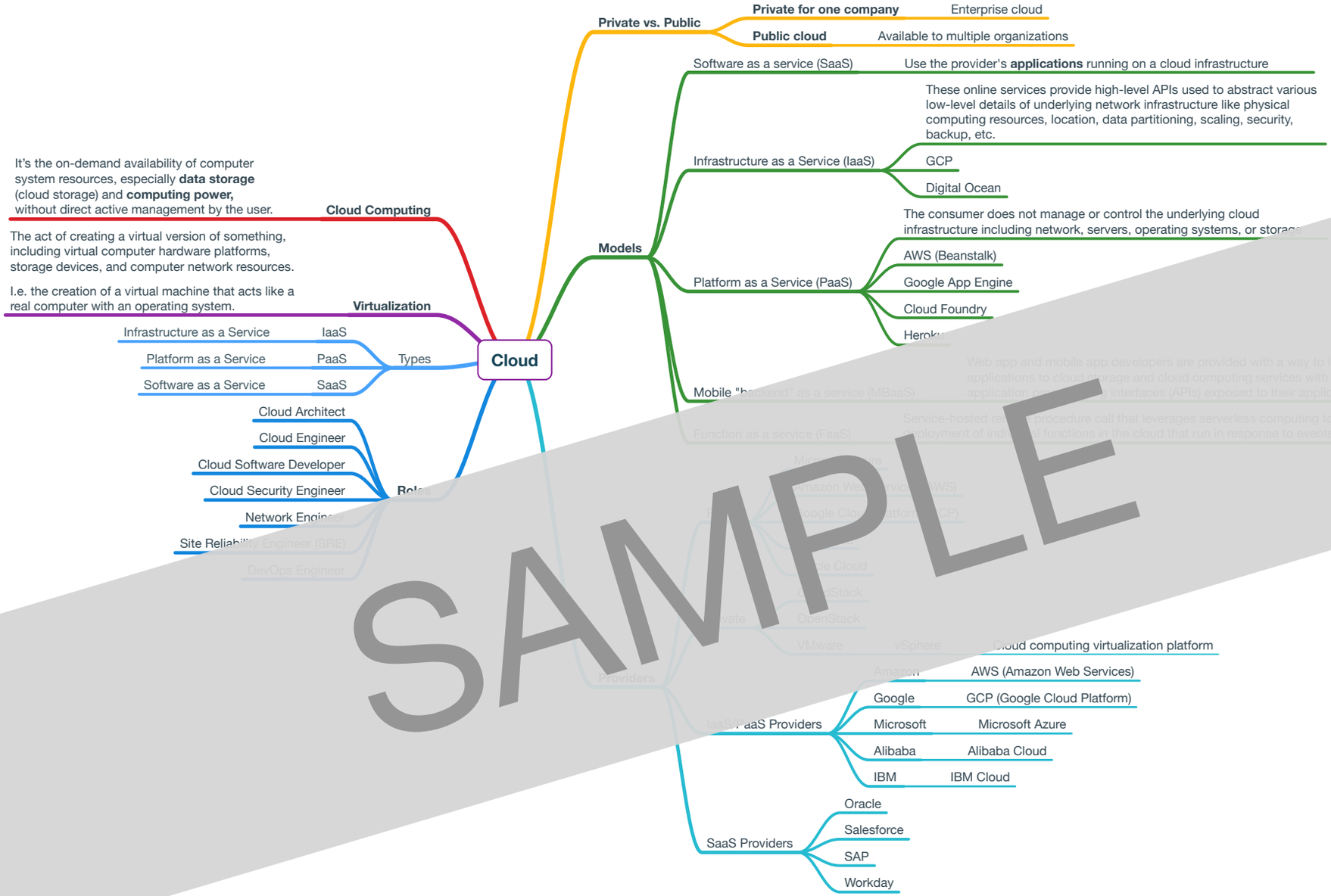

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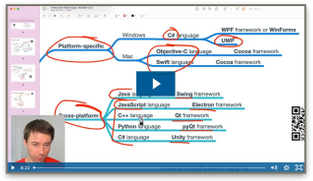
DevOps Overview



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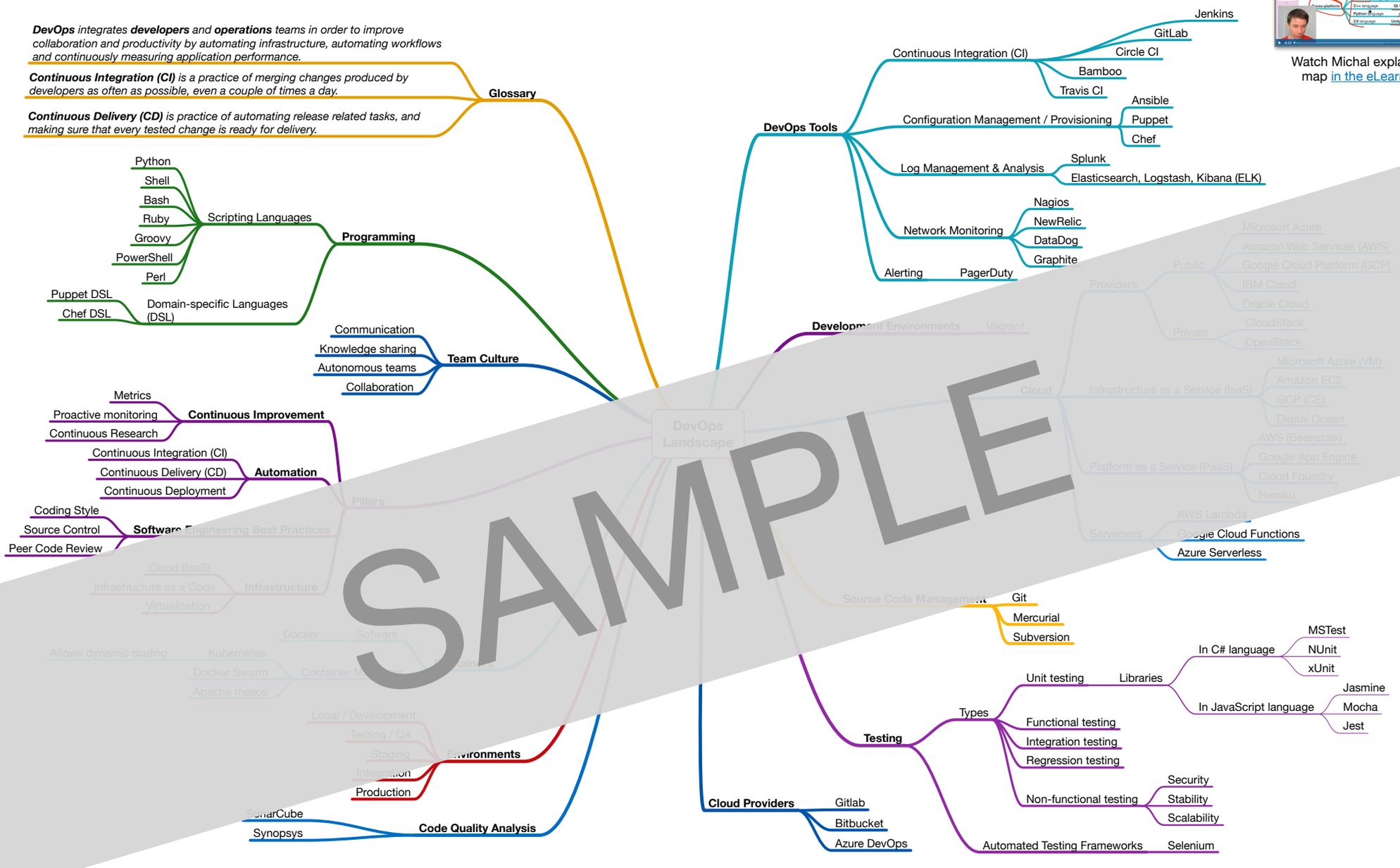

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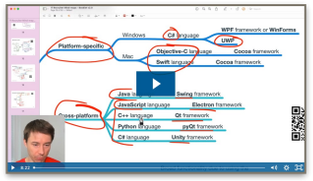
Azure Cloud Overview



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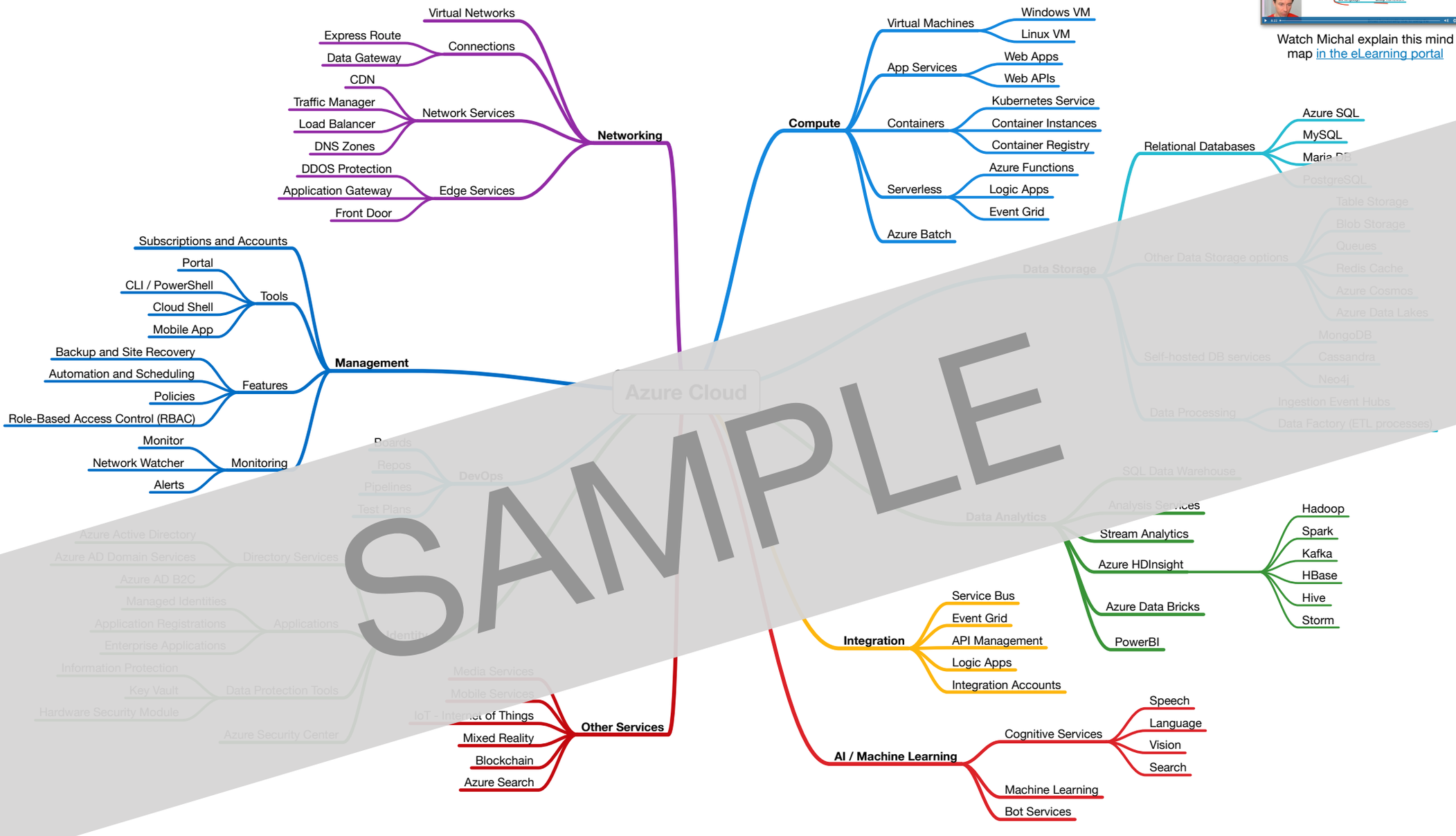

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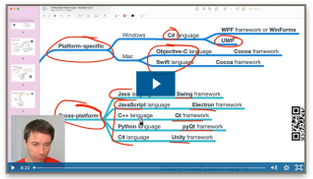
Recruiting DevOps Engineers



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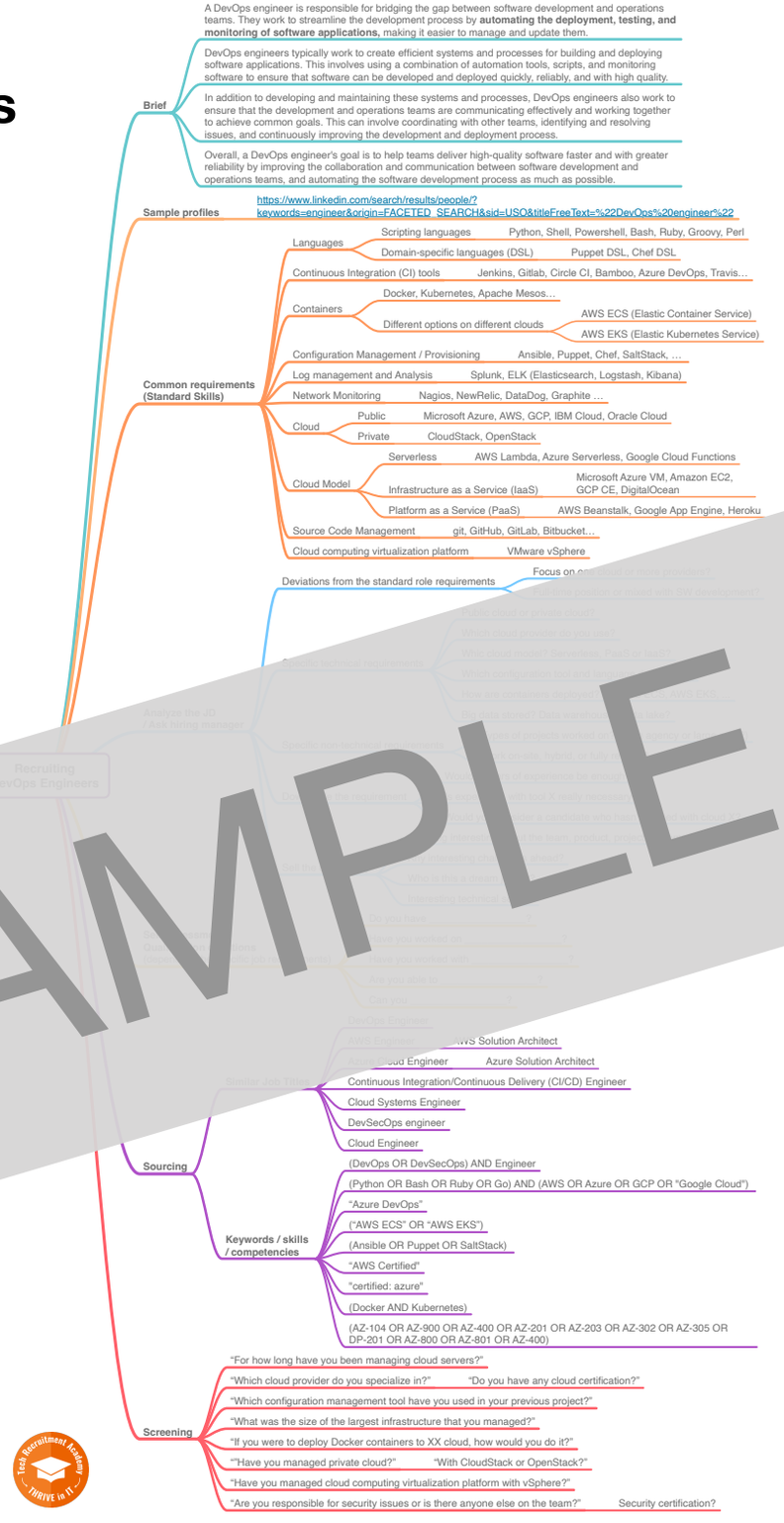

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Part 8

Recruiting Data & BI Specialists

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

Tech Recruitment Booster Program
Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

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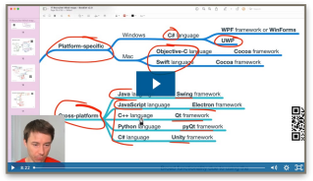
Data Skills Overview



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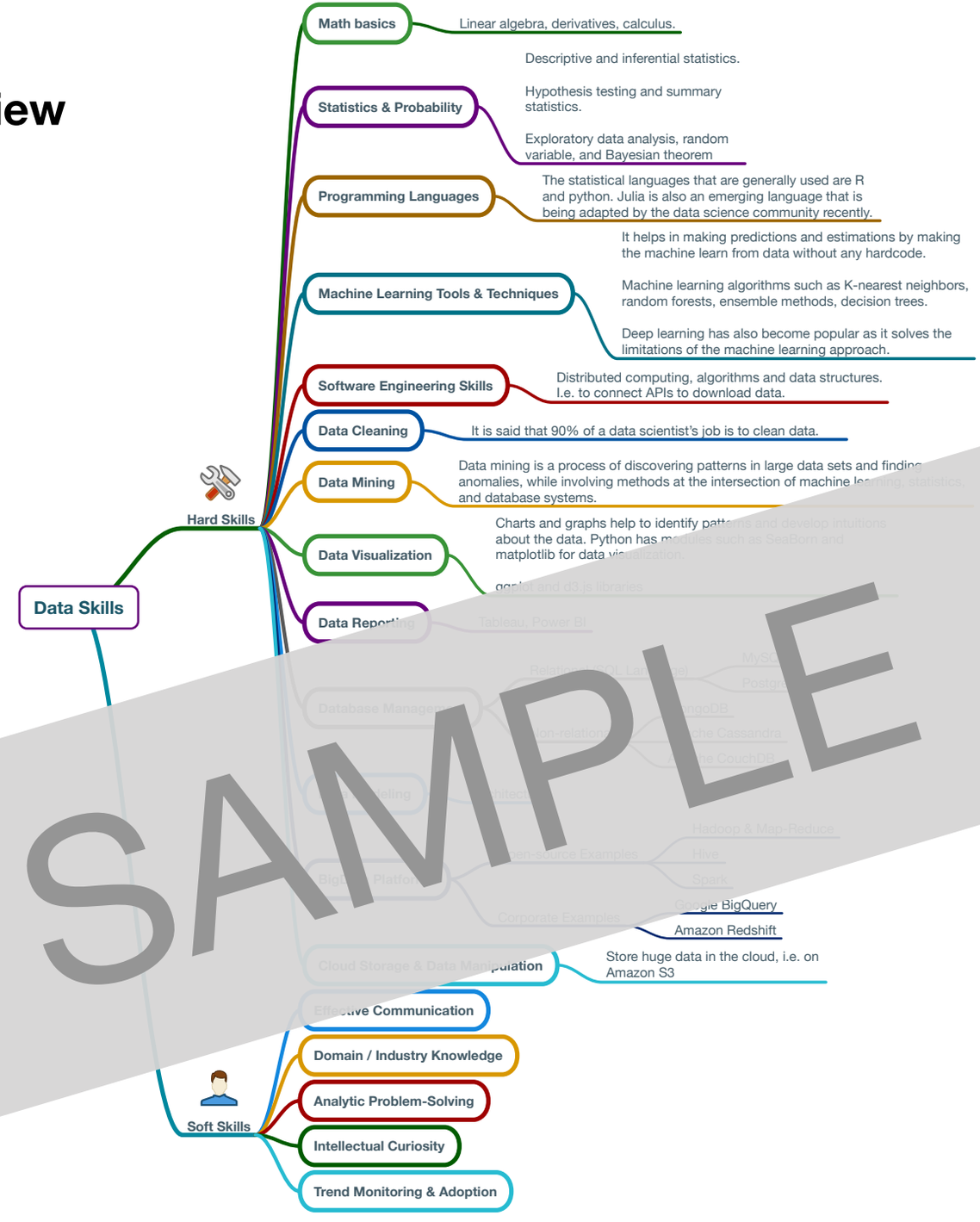

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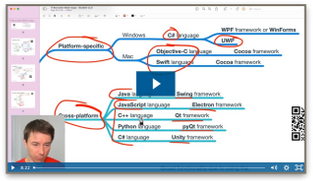
Databases & Data Roles Overview



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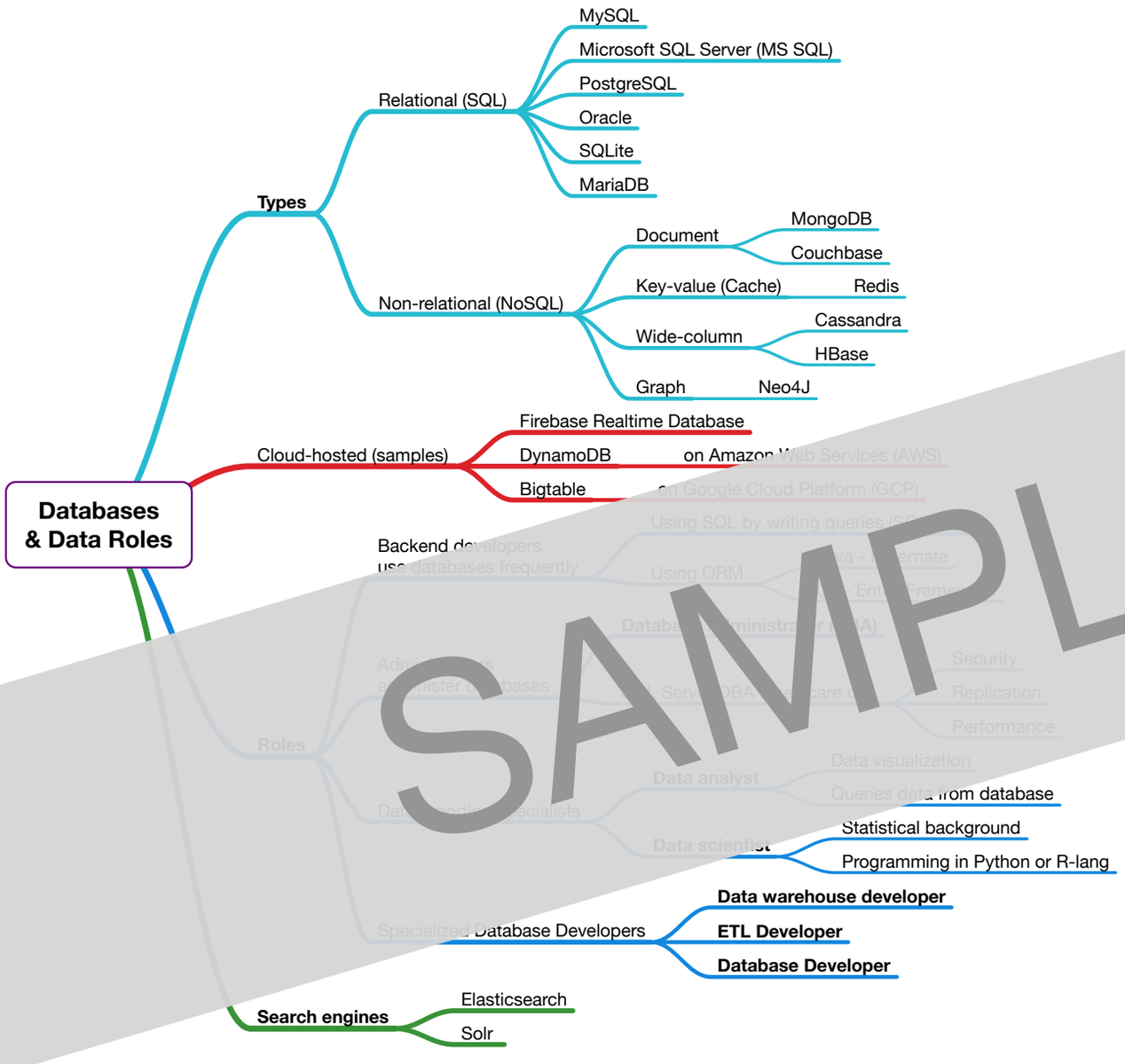

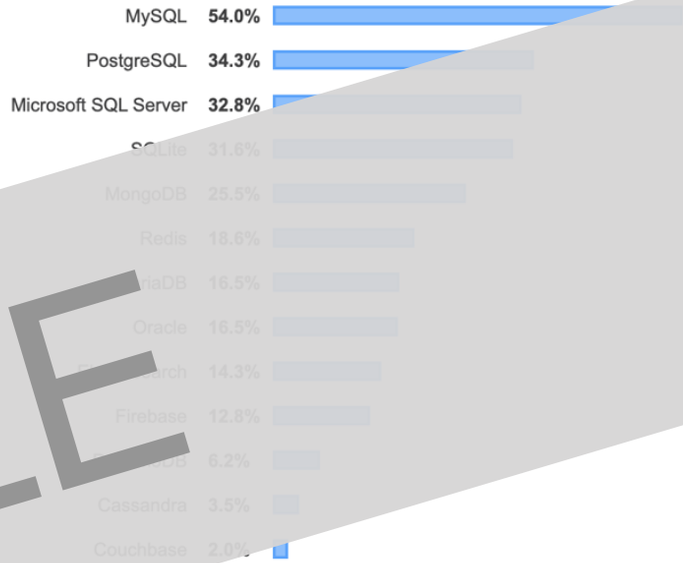

Source: Stack Overflow Survey 2019

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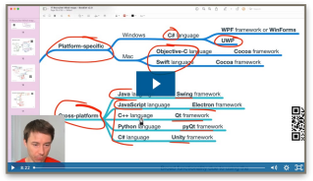
Recruiting Data Analysts



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- Recruiting Data Analysts
  - Brief
    - A data analyst is someone who collects, processes, and performs analysis on data to help organizations make better decisions. They work with large sets of data, which can come from a variety of sources such as customer interactions, sales transactions, website traffic, or social media activity.
    - Here are some of the key tasks that a data analyst typically performs:
    - Overall, a data analyst's role is to provide insights and recommendations to help businesses make informed decisions. They work with data to identify opportunities, improve processes, and solve problems.
  - Sample profiles
    - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=FZJ&titleFreeText=%22Data%20Analyst%22
  - Screening
    - What programming languages do you use to analyze data?
    - What are your favorite analytical tools?
    - How do you clean data and prepare data for analysis?
    - Can you describe a time when you had to deal with missing or incomplete data?
    - What types of statistical analysis have you performed?
    - How do you ensure your reports are accurate?
    - Have you ever used advanced statistics in your analysis? If so, can you give an example?
  - Data Engineer
    - Career Transitions
      - From
        - Business Analyst
        - Data Scientist
      - To
    - Qualification questions (depend on the specific job)
      - Do you have ?
      - Have you worked on ?
      - Have you worked with ?
      - Are you able to ?
      - Can you ?
  - Common requirements (Standard Skills)
    - Languages: Python, R, SQL …
    - Data Collection: Web scraping tools (BeautifulSoup, Scrapy, Selenium)
    - Data warehouses
      - Amazon Redshift
      - Google BigQuery
      - Snowflake
      - Microsoft Azure SQL Data Warehouse
      - Oracle Autonomous Data Warehouse
    - Data visualization / reports: Tableau, Power BI, QlikView, Cognos, …
    - Databases
      - Relational databases: MySQL, PostgreSQL, Oracle, Microsoft SQL Server, …
      - NoSQL databases: MongoDB, Cassandra, Couchbase, …
      - Cloud databases: Amazon RDS, Google Cloud SQL, Microsoft Azure SQL Database, …
      - Graph databases: Neo4j, OrientDB, …
      - Time-series databases: InfluxDB, OpenTSDB, …
  - Deviations from the standard role requirements
    - Specific industry background?
    - Mix of two roles?
  - Specific technical requirements
    - Languages for data analysis used by the team?
    - Analytical tools used by the team?
    - Cloud used?
    - Databases relational, non-relational, or both?
  - Specific non-technical requirements
    - Types of projects worked on?
    - Work on-site, hybrid, or fully remote?
  - Downscale the requirements
    - Would 3 years of experience be enough?
    - Is experience with tool X really necessary?
  - Analyze the JD / Ask hiring manager
    - What kind of data will the Data Analyst analyze?
  - Sell the opportunity
    - Anything interesting about the team, product, project, or company?
    - Any interesting challenges ahead?
    - Who is this a dream job for?
    - Interesting technical scope?
  - Sourcing
    - Similar Job Titles
      - Data engineer
      - Big Data Analyst
      - Data Scientist
      - Business Analyst
      - Data Visualization Specialist
    - Use Boolean search generator at RecruitInstantly.com
    - Keywords / skills / competencies
      - Data AND (Analyst OR Engineer OR Scientist)
      - (SQL OR Python OR R OR Excel) AND Data
      - (Python AND ("Power BI" OR Power-BI OR BI)) AND Data
      - (MySQL OR PostgreSQL OR SQL) AND (Python OR R)
      - (MongoDB OR Cassandra OR Couchbase) AND (Data AND (Analyst OR Scientist OR engineer))

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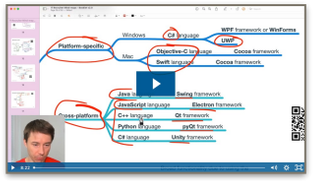
Recruiting Data Engineers



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Brief

A data engineer is someone who designs and builds the systems and infrastructure needed to collect, store, process, and analyze large amounts of data. Data engineers work behind the scenes to ensure that data is available and accessible to other members of the organization who need to analyze it, such as data analysts, data scientists, or business intelligence professionals.

Data engineers are responsible for tasks such as:

Building data pipelines: Data engineers design and build pipelines that move data from various sources (such as databases, APIs, or IoT sensors) to a central data storage location, such as a data warehouse.

Designing data architecture: Data engineers determine the most effective way to organize and store data so that it can be easily accessed and analyzed.

Developing data infrastructure: Data engineers design and build the hardware and software systems needed to support large-scale data processing and analysis, such as distributed computing systems or cloud computing services.

Ensuring data quality: Data engineers monitor data quality to ensure that it is accurate, complete, and consistent.

Optimizing data performance: Data engineers identify and fix performance issues in data processing and storage systems to ensure that data is accessible and can be analyzed quickly.

In summary, a data engineer is responsible for designing and building the systems and infrastructure that enable organizations to collect, store, process, and analyze large amounts of data, so that other members of the organization can make data-driven decisions.

https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=rRa&titleFreeText=%22Data%20engineer%22

Analyze the JD / Ask hiring manager

- Deviations from the standard role requirements
  - Specific industry background needed?
  - Mix of engineering and analytics role?
- Specific technical requirements
  - Do you stora data in the cloud?
  - Which data warehouse solution do you use?
  - Which data pipeline system do you use?
  - Do you use PL/SQL or Python to m
- Specific non-technical requirements
  - Types of data
  - Work on-site, hybrid, or fully remote?
- Down
  - Would 3 years of experience be enough?
  - Is experience with tool X really necessary?
- Sell the opportunity
  - Anything interesting about the team, product, project, or company?
  - Any interesting challenges ahead?
  - Who is this a dream job for?
  - Interesting data to analyze? How much data to process?
- Self-a
  - Do you have
  - Have you worked on
  - Have you worked with
  - Are you able to

Sourcing

- Use Boolean search generator at RecruitInstantly.com
- **Keywords / skills / competencies**
  - (Data AND Engineer)
  - (Python OR Java OR Scala OR Go OR Bash OR Perl) AND (Hadoop OR Spark OR Hive OR Pig)
  - Data AND (Integration OR Modeling OR Processing OR Security OR Architecture)
  - MongoDB OR Cassandra OR "Amazon DynamoDB"
  - MySQL OR PostgreSQL OR Oracle

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?

Sample profiles

- Python, SQL, PL/SQL, Java — Primary
- Scala, Go, Bash, Perl, ... — Secondary — Languages
- Hadoop, Spark, Hive, Pig — Big Data Technologies
- MySQL, PostgreSQL, Oracle — Relational databases (SQL)
- MongoDB, Cassandra, Amazon DynamoDB — Non-Relational databases (NoSQL)
- Amazon Redshift, Google BigQuery, Snowflake — Data
- Amazon S3, Microsoft Azure Blob Storage, Google Cloud Storage — Data storage
- Hadoop Distributed File System (HDFS)
- Amazon Elastic File System (EFS) — Distributed
- Airflow, Luigi, Talend, Airbyte — Data Pipelines / Data Integration
- ER/Studio, ERwin, PowerDesigner, Visio, Lucidchart, IBM InfoSphere Data Architect
- Git, Github, Gitlab, Bi
- From
  - BI Analyst
  - BI Analyst
  - Data Scientist

Career Transitions

Job Titles

- Data Integration engineer
- Data Architect
- Data Warehouse engineer
- Machine Learning Engineer

SAMPLE

Part 9
Recruiting Network & Admin Specialists

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

Tech Recruitment Booster Program
Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

Full-Cycle Tech Recruitment Master Class
Transition to IT recruiting! We guarantee you'll get a new job or will start working commission-only as an IT recruitment consultant. **Click here to learn more…**

Training for Teams

On-demand Video Self-study Program
Onboard your new joiners with our proven materials and step-by-step guides. **Get in touch…**

Hybrid Live Training Program
Upskill your team in IT recruiting with a mix of pre-recorded training and Live sessions with Michal Juhas. **Get in touch…**

Customized Live Training Program
Get your team to the next level with our tailor-made professional training focused on the most difficult IT positions. Your team will close more IT vacancies, guaranteed! **Let's talk…**

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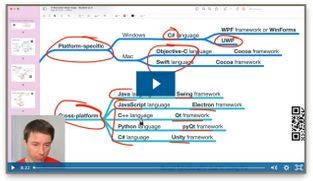
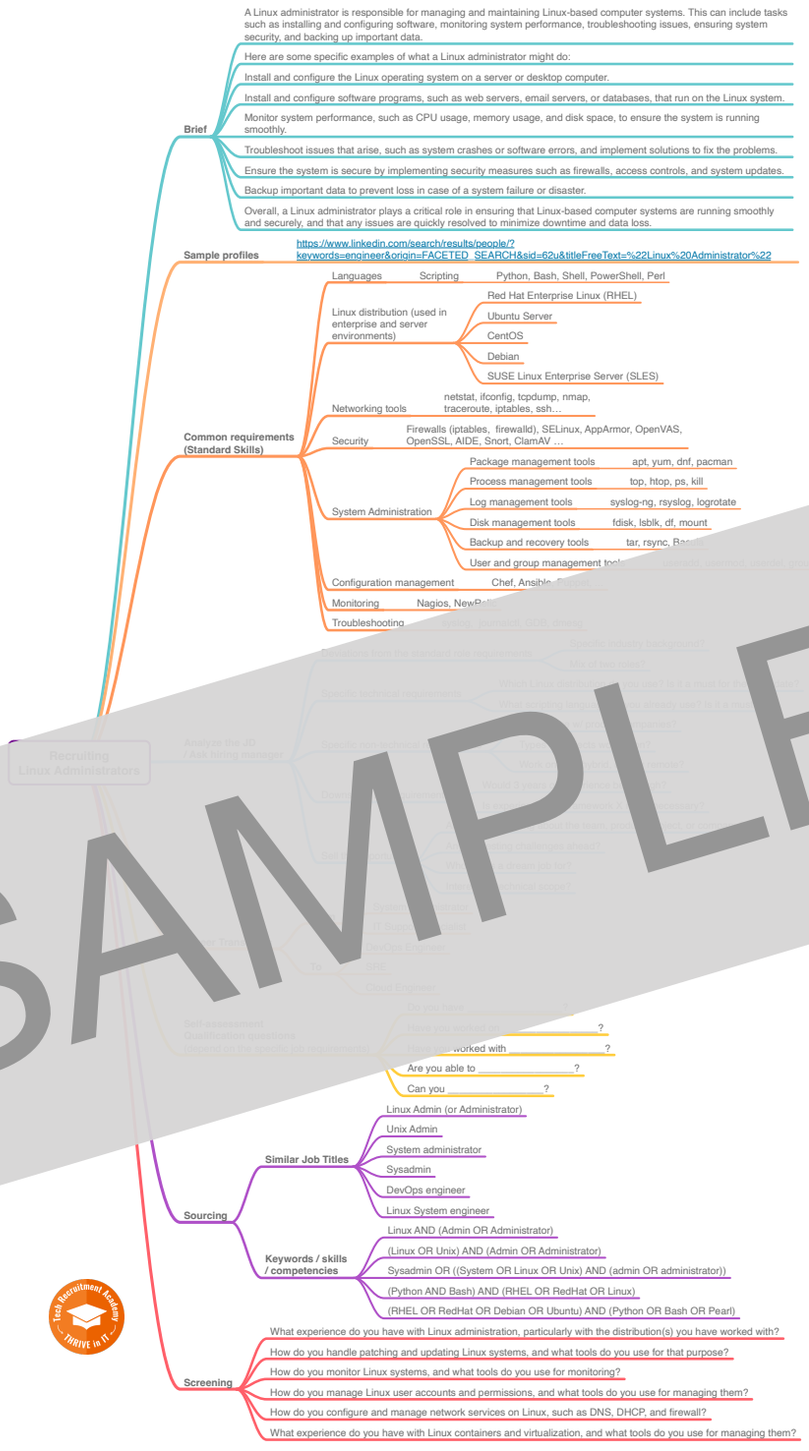
Recruiting Linux Administrators



Watch Michal explain this mind map [in the eLearning portal]



SAMPLE

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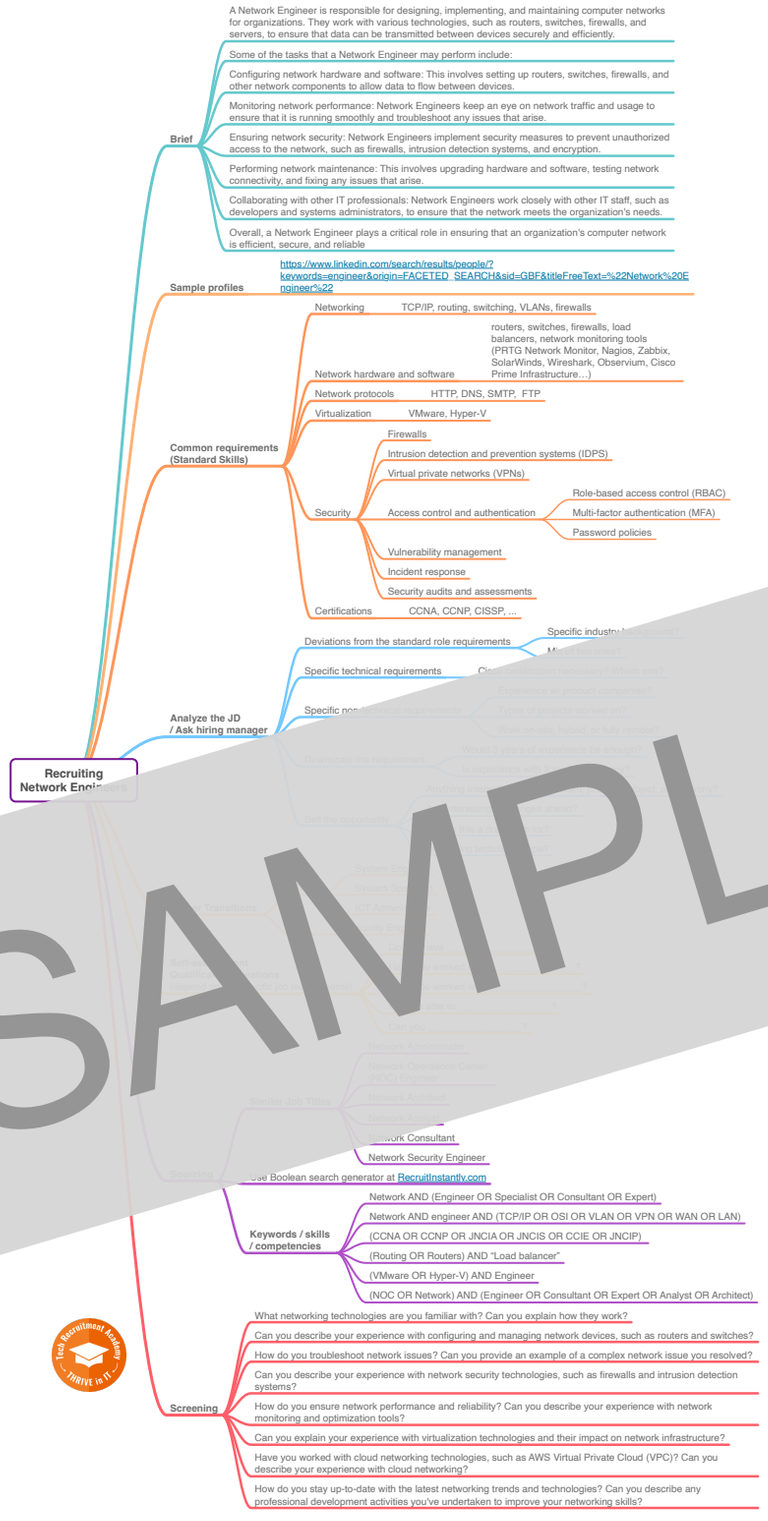
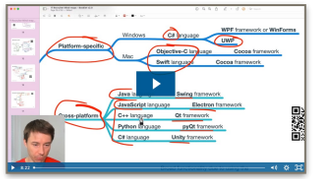
Recruiting Network Engineers





Watch Michal explain this mind map in the eLearning portal

SAMPLE

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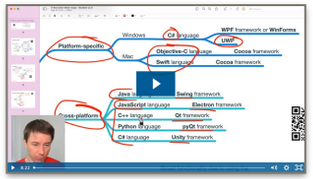
Recruiting System Administrators



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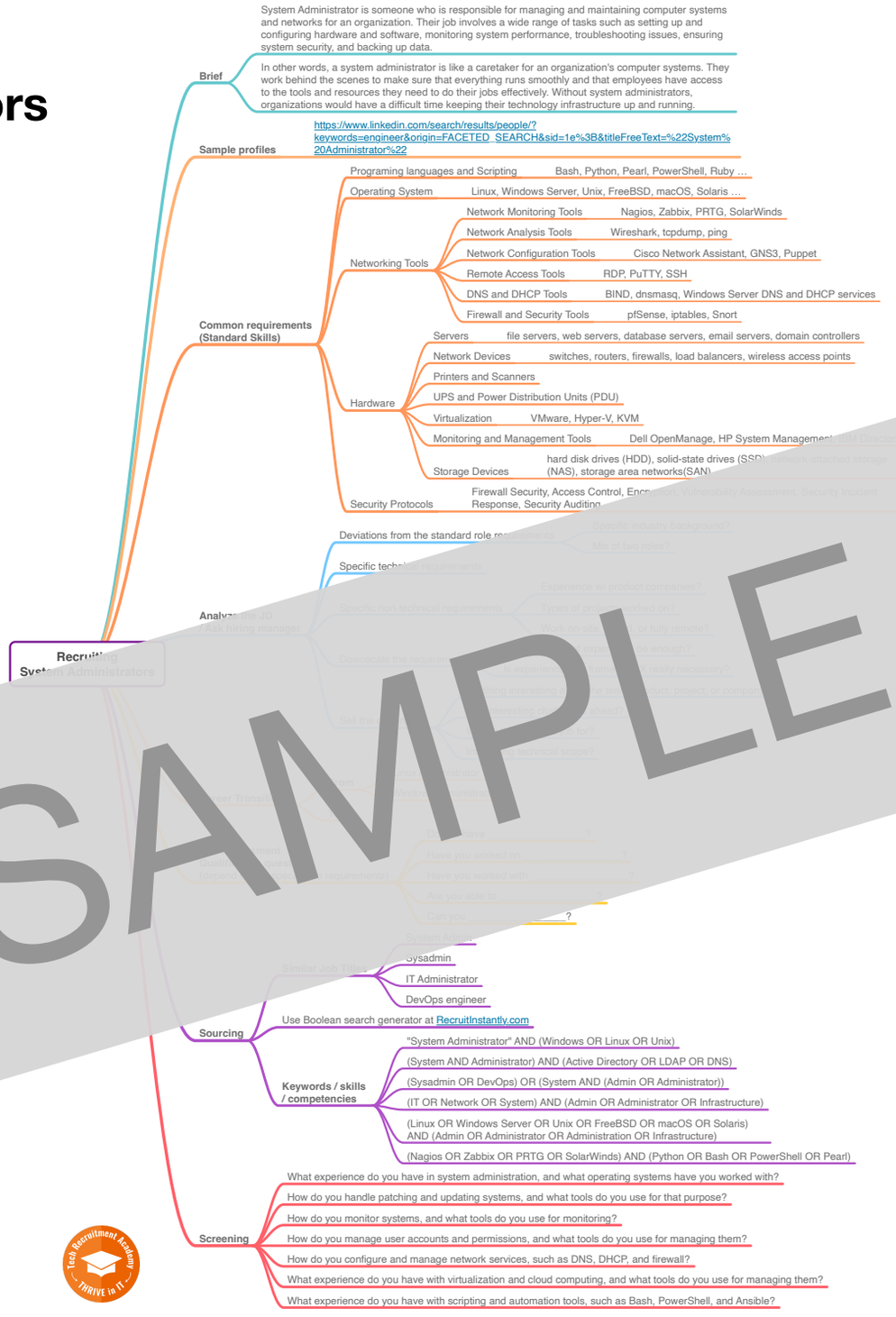

SAMPLE

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Part 10

Recruiting Other IT Roles

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

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Increase your recruitment productivity in only 1 month. Learn new techniques and strategies to increase your conversions and fill more vacancies. **Sign up here…**

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Get your team to the next level with our tailor-made professional training focused on the most difficult IT positions. Your team will close more IT vacancies, guaranteed! **Let's talk…**

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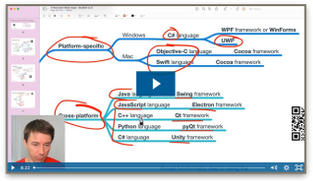
Testing & Quality Assurance (QA) Overview

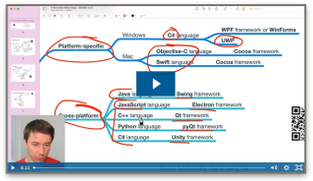


Watch Michal explain this mind map in the eLearning portal

- **Testing vs. QA**
  - Testing = improving the product through discovering bugs sooner than customers
  - QA = improving the product through enhancing the overall development process
- **Roles**
  - Manual tester
  - Software tester
  - QA engineer
  - QA manager
  - Test automation engineer
  - Automation tester
  - Senior Software QA Engineer
  - Quality Assurance Engineer
- **Manual vs. Automated Testing**
  - Manual = Executed by a human tester
  - Automated = Automation tools execute test cases
- **Testing types**
  - **Functional**
    - Unit testing
    - Integration testing
    - System testing
    - Smoke testing
    - Regression testing
    - Acceptance testing
  - **Non-functional**
    - Performance testing
    - Load testing
    - Stress testing
    - Security testing
    - Compatibility testing
    - Usability testing
    - Localization testing
    - Compliance testing
- **Testing Tools**
  - Selenium
  - Cross-platform
  - JUnit
  - Java
  - Jest
  - JavaScript
  - Mocha
  - NUnit
  - C#
  - XUnit
  - PHPUnit
  - PHP

SAMPLE

IT Support & HelpDesk Overview

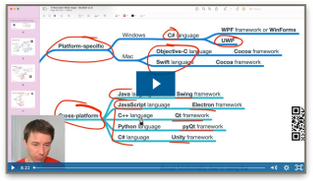


Watch Michal explain this mind map [in the eLearning portal]

- Support & Help Desk
  - Roles
    - Technical support specialist
    - IT support specialist
    - IT support analyst
    - IT support administrator
    - IT support engineer
    - IT support manager
    - Application Support Engineer
    - Helpdesk Specialist
    - Customer Support Specialist
    - Cloud Support Engineer
    - IT specialist (Customer Support)
    - Help Desk operator
  - Skills
    - Hard skills
      - Specific technologies
        - Windows
        - Cisco
      - Troubleshooting
    - Soft skills
      - Customer-service skills
      - Problem-solving skills
      - Listening skills
      - Email communication
  - Areas supported
    - Applications
    - Hardware
    - Networks
    - Desktops
    - Accounts

SAMPLE

CyberSecurity Overview



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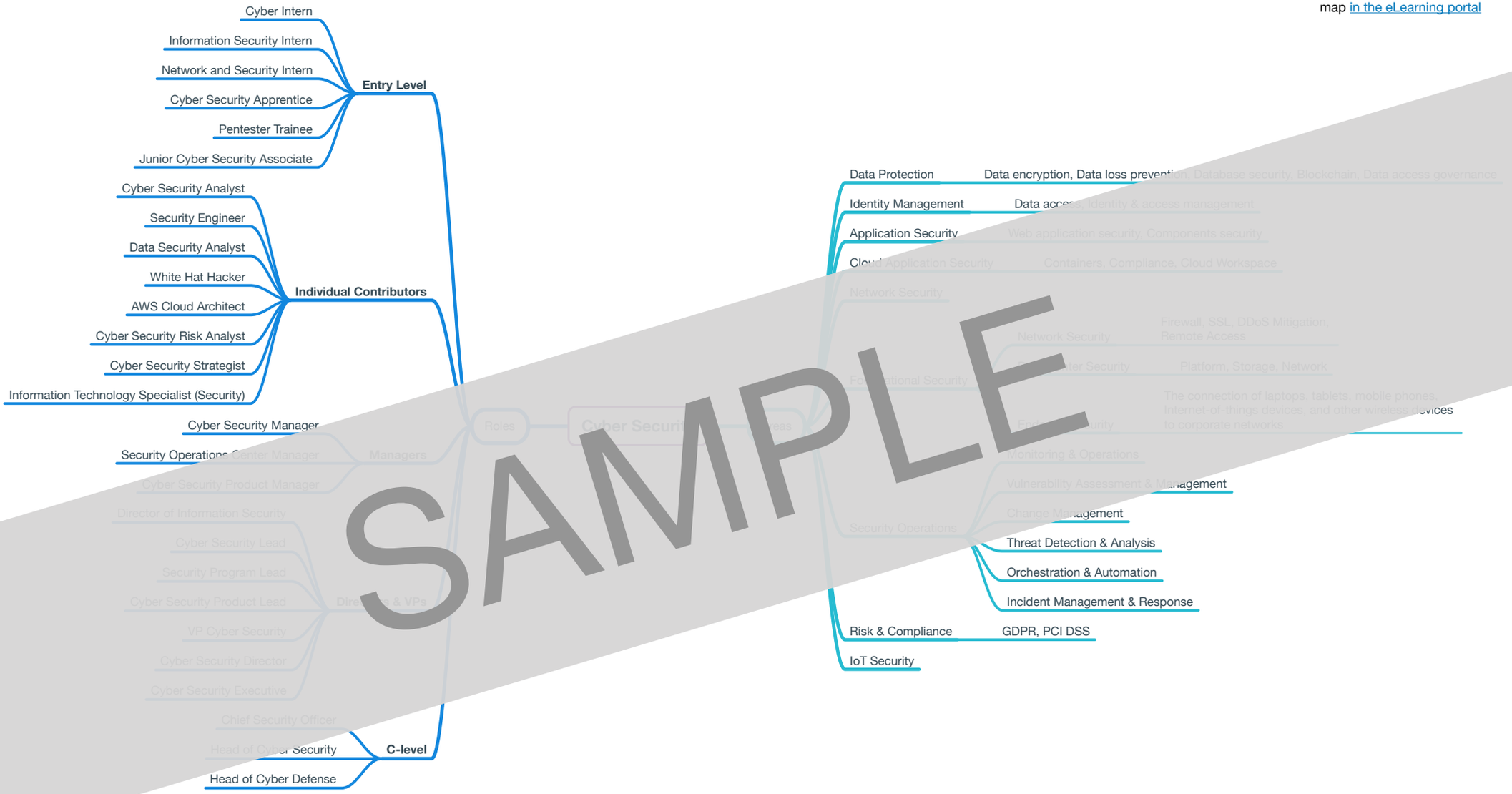
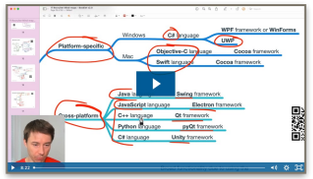


SAMPLE

Recruiting Business Analysts



Watch Michal explain this mind map in the eLearning portal

- **Brief**
  - In the IT industry, business analysts play a crucial role in bridging the gap between technical teams and business stakeholders. They help ensure that IT projects and systems meet the needs and requirements of the business.
  - Gather requirements: The analyst collects information from stakeholders to understand what they need from an IT system or project.
  - Create project plans: They then use this information to develop a plan for the project, including timelines, budgets, and resources needed.
  - Define functional specifications: The analyst creates detailed specifications for how the system or project should function and what it should do.
  - Work with technical teams: The analyst collaborates with technical teams to ensure that the system or project is designed and built to meet the business's needs.
  - Test the system: The analyst helps test the system to ensure it meets the requirements and functions correctly.
  - Train users: The analyst may also train business stakeholders on how to use the system or project effectively.
  - Overall, the role of a business analyst in the IT industry is to ensure that IT projects and systems meet the needs and requirements of the business while also ensuring they are technically feasible and efficient.
- **Sample profiles**
  - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=j*z&titleFreeText=%22Business%20Analyst%22
- **Common requirements (Standard Skills)**
  - Data Analysis
    - Microsoft Excel, SQL..
  - Data Modeling
    - UML (Unified Modeling Language), BPMN (Business Process Model and Notation), ERD (Entity Relationship Diagram), Visio, PowerDesigner …
  - Business Intelligence (BI) tools
    - Tableau, Power BI, QlikView …
  - Project Management tools
    - JIRA, Asana, Trello, Basecamp …
- **Analyze the JD / Ask hiring manager**
  - Deviations from the standard role requirements
    - Specific industry background?
    - Mix of two …
  - Specific technical requirements
    - Industry background, business experience?
    - Experience with specific IT products?
  - Specific technical requirements
    - Experience with product processes?
    - Types of projects worked on?
    - Work on-site, hybrid, or fully remote?
  - Downsides and/or requirements
    - Should 3 years of experience be …
    - Experience with … really necessary?
  - Unique opportunity
    - Anything … about the team, product, project, or company?
    - Any interesting challenges ahead?
    - Who is this a dream job for?
- **Career Transitions**
  - From
    - Test Automation Engineer
    - QA Analyst
    - QA Manager
  - To
    - Project Manager
    - Product Manager
    - Product Owner
- **Self-assessment Qualification questions** (depend on the specific job requirements)
  - Do you have _____?
  - Have you worked on _____?
  - Have you worked with _____?
  - Are you able to _____?
  - Can you _____?
- **Sourcing**
  - **Similar Job Titles**
    - Business Analyst
    - IT Business Consultant
  - Use Boolean search generator at RecruitInstantly.com
  - **Keywords / skills / competencies**
    - Business AND Analyst
    - (UML OR BPMN) AND (Business AND Analyst)
- **Screening**
  - What is the weirdest business process you have ever modeled?
  - Do you use Enterprise Architect or Eclipse to model processes?

SAMPLE

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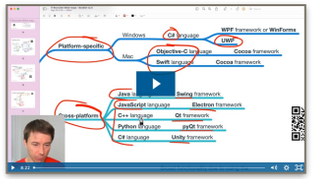
Recruiting Chief Information Security Officers (CISO)



Watch Michal explain this mind map in the eLearning portal

SAMPLE

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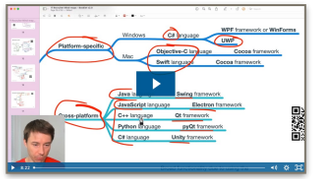
Recruiting Functional Application Managers



Watch Michal explain this mind map in the eLearning portal

Recruiting Functional Application Manager

- **Brief**
  - A Functional Application Manager is a person who is responsible for managing a specific software application or group of applications that perform a particular function within an organization.
  - The manager's responsibilities include ensuring that the application meets the needs of the organization, managing the team of developers responsible for the application, troubleshooting issues that arise, and ensuring the application is up to date with the latest technologies and industry standards.
  - In summary, a Functional Application Manager is responsible for ensuring that a specific application or set of applications within an organization are running smoothly, meeting the needs of the business, and being developed and maintained appropriately.
- **Sample profiles**
  - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=ZqG&titleFreeText=%22Functional%20application%20manager%22
- **Common requirements (Standard Skills)**
  - Applications
    - Collaborative apps — SharePoint
    - CRM apps
    - ERP apps — Dynamics
    - Workstations — Windows, Linux
  - Activities
    - Application management
    - Monitoring
    - User onboarding
  - Service Management — ITIL, BiSL, ...
- **Analyze the JD / Ask hiring manager**
  - Deviations from the standard role requirements
    - Specific industry background?
    - Mix of two roles?
  - Specific technical requirements — Which applications will the new joiner manage?
  - Specific non-technical requirements
    - Experience w/ product companies?
    - Types of projects worked on?
    - Work on-site, hybrid, or fully remote?
  - Downscale the requirement
    - Would 3 years of experience be [illegible]
    - Is experience with fram[illegible] really necessary?
  - Sell the opp[illegible]
    - Anything [illegible] resting about the te[illegible] product, project or company?
    - [illegible] challenges ahead?
    - [illegible] this [illegible] team job for?
    - In[illegible] technical scope?
- **Care[illegible]itions**
  - [illegible] Support Engineer
  - Te[illegible] Support Engineer
  - Do you have _____?
  - [illegible] you worked on _____?
  - [illegible] you worked with _____?
  - Are you able to _____?
  - Can you _____?
- **Self-ass[illegible] Qualifica[illegible] ques[illegible] depend [illegible] spec[illegible] requirements**
- **Sourcing**
  - Similar Job Titles
    - Application Development Manager
    - Application Services Manager
    - Technical Delivery Manager
    - Software Development Manager
    - Technical Project Manager
    - IT Project Manager
  - Use Boolean search generator at RecruitInstantly.com
  - **Keywords / skills / competencies**
    - (Functional OR IT OR software) AND (Application OR Development OR Technical) AND (Manager OR Lead OR director)
    - (Functional OR Software OR IT) AND Manager
    - (ICT OR ITIL OR "IT service management" OR "IT operations")
- **Screening**
  - What experience do you have in managing business-critical applications and services?
  - How do you ensure that the applications you manage align with business objectives and priorities?
  - Can you describe a time when you had to lead a cross-functional team to implement or improve an enterprise application?
  - How do you prioritize and manage the backlog of application requests and issues?
  - What experience do you have with application testing and user acceptance testing (UAT)?

SAMPLE

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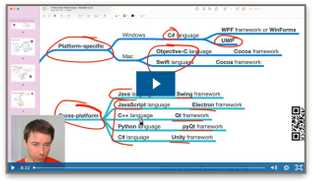
Recruiting Information Managers



Watch Michal explain this mind map in the eLearning portal

Recruiting Information Managers

- **Brief**
  - An Information Manager is a professional responsible for managing an organization's information assets, which may include digital or physical documents, data, or knowledge. The specific duties and responsibilities of an Information Manager can vary widely depending on the size and type of organization, but may include:
    - Developing and implementing policies and procedures related to information management
    - Ensuring compliance with relevant regulations and standards related to information management, such as data privacy or retention policies
    - Designing and maintaining systems for managing and storing information, including databases or document management systems
    - Developing and delivering training programs to staff on information management best practices
    - Collaborating with other departments or stakeholders to identify information needs and improve processes for managing and sharing information
    - Ensuring the security and integrity of information assets, such as through access controls or encryption measures
    - Managing the lifecycle of information assets, including disposal or archival of records when necessary.
    - Overall, the role of an Information Manager is to ensure that an organization's information assets are effectively managed, protected, and leveraged to support the organization's goals and objectives.
- **Sample profiles**
  - https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=9-z&titleFreeText=%22Information%20manager%22
- **Common requirements (Standard Skills)**
  - Document Management
  - Information Management
  - Data Management
  - Knowledge Management
  - Information Security
  - Metadata management
- **Analyze the JD / Ask hiring manager**
  - Deviations from the standard role requirements
    - Specific industry background?
    - Mix of two roles?
  - Specific technical requirements
    - Certifications?
    - Data regulations?
  - Specific non-technical requirements
    - Experience w/ [illegible] industry?
    - [illegible] worked on?
    - [illegible] site, hybrid, or fully remote?
  - Downgrade requirements
    - Would 3 years [illegible] experience [illegible] ough?
    - Is experience [illegible] work X really necessary?
  - Sell the opportunity
    - [illegible] nything interesting ab[illegible] team, product, project, or company?
    - [illegible] interesting challenge [illegible] ead?
    - [illegible] is this a dream job [illegible]
- **Self-assessment qualification questions (Spend more space job requirements)**
  - Do you h[illegible]
  - Have you [illegible] ?
  - Have you worked with _____?
  - Are you able to _____?
  - Can you _____?
- **Sourcing**
  - Similar Job Titles
    - Information Technology Manager
    - Information Systems Manager
    - Digital Asset Manager
    - Information Services Manager
    - Knowledge Manager
  - **Keywords / skills / competencies**
    - (Information OR knowledge) AND (manager OR management)
    - (metadata OR taxonomy OR ontology) AND (management OR manager)
    - (information OR IT) AND (manager OR management OR director)
    - (information OR knowledge OR data OR records OR content OR archives) AND (manager OR management OR director OR administrator OR coordinator)
    - Data AND (Manager OR management OR Analyst OR Analysis)
- **Screening**
  - What experience do you have in managing information assets, including data and knowledge management?
  - How do you ensure that information is accurate, relevant, and up-to-date?
  - Can you describe a time when you had to develop and implement a system to organize and manage large amounts of information?
  - How do you balance the need for security and confidentiality with the need for accessibility and ease of use of information?
  - What experience do you have with information architecture and information governance?
  - How do you manage data and information compliance with regulations such as GDPR or HIPAA?

SAMPLE

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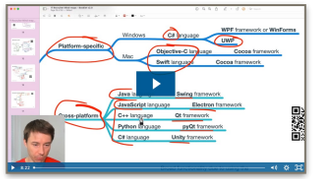
Recruiting IT Product Managers / Product Owners



Watch Michal explain this mind map in the eLearning portal

Brief

Product Manager and Product Owner are two roles that are commonly found in organizations that develop and launch products. While there is some overlap between the two roles, they have distinct responsibilities and focus.

A Product Manager is responsible for the overall strategy and vision for the product. They work closely with the executive team to define the product roadmap and prioritize features based on customer needs and market trends. They also work with cross-functional teams to develop, launch, and market the product.

A Product Owner, on the other hand, is responsible for managing the product backlog and ensuring that the development team is working on the right features at the right time. They work closely with the development team to define user stories and acceptance criteria, and prioritize them based on customer needs and business value. They also collaborate with the Product Manager to ensure that the product roadmap aligns with the overall product vision.

Sample profiles

https://www.linkedin.com/search/results/people/?keywords=engineer&origin=FACETED_SEARCH&sid=S%2C!&titleFreeText=%22product%20owner%22

Career Transitions

From

- Business Analyst
- System Analyst
- Program Manager

To

- Project Manager
- Chief Product Officer (CPO)
- Chief Executive Officer (CEO)

Common requirements (Standard Skills)

Software development life cycle (SDLC) methodologies

- Waterfall
- Agile — Scrum, Kanban
- DevOps
- Rapid application development (RAD)
- Spiral model

Product Backlog

- Agile - Jira, Trello, Asana
- Requirements management tools - eqView, IBM Doors, Jama Software
- Product roadmap tools - Roadmunk, Aha!, ProdPad
- User story management - Clubhouse, Miro
- Analytics tools - Google Analytics, Mixpanel
- Collaboration - Microsoft Teams, Slack, Zoom

Product Flow

- User research
- User personas
- User testing
- Journey map
- Wireframes and prototypes

Prioritizing user stories, product features

Project management

Communication skills

Analytical and problem-solving

Sell the opportunity

- Any interesting challenges ahead?
- Who is this a dream job for?
- Interesting technical scope?

Self-assessment Qualification questions (depend on the specific job requirements)

- Do you have _____?
- Have you worked on _____?
- Have you worked with _____?
- Are you able to _____?
- Can you _____?

Sourcing

Similar Job Titles

- Product Manager
- Product Development Manager
- Technical Product Manager
- IT Product Owner
- Program Manager

Use Boolean search generator at RecruitInstantly.com

Keywords / skills / competencies

- "Product Owner" OR "Product Manager"
- "IT Product Manager"
- (PO OR PM) OR (Product AND (Manager OR Owner)
- Product and (Roadmap OR metrics OR strategy OR Backlog)
- ("Product flows") AND (Agile OR Scrum OR Kanban OR Lean)

SAMPLE

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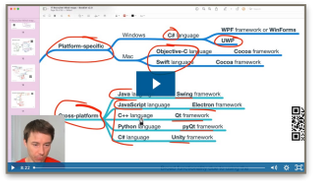
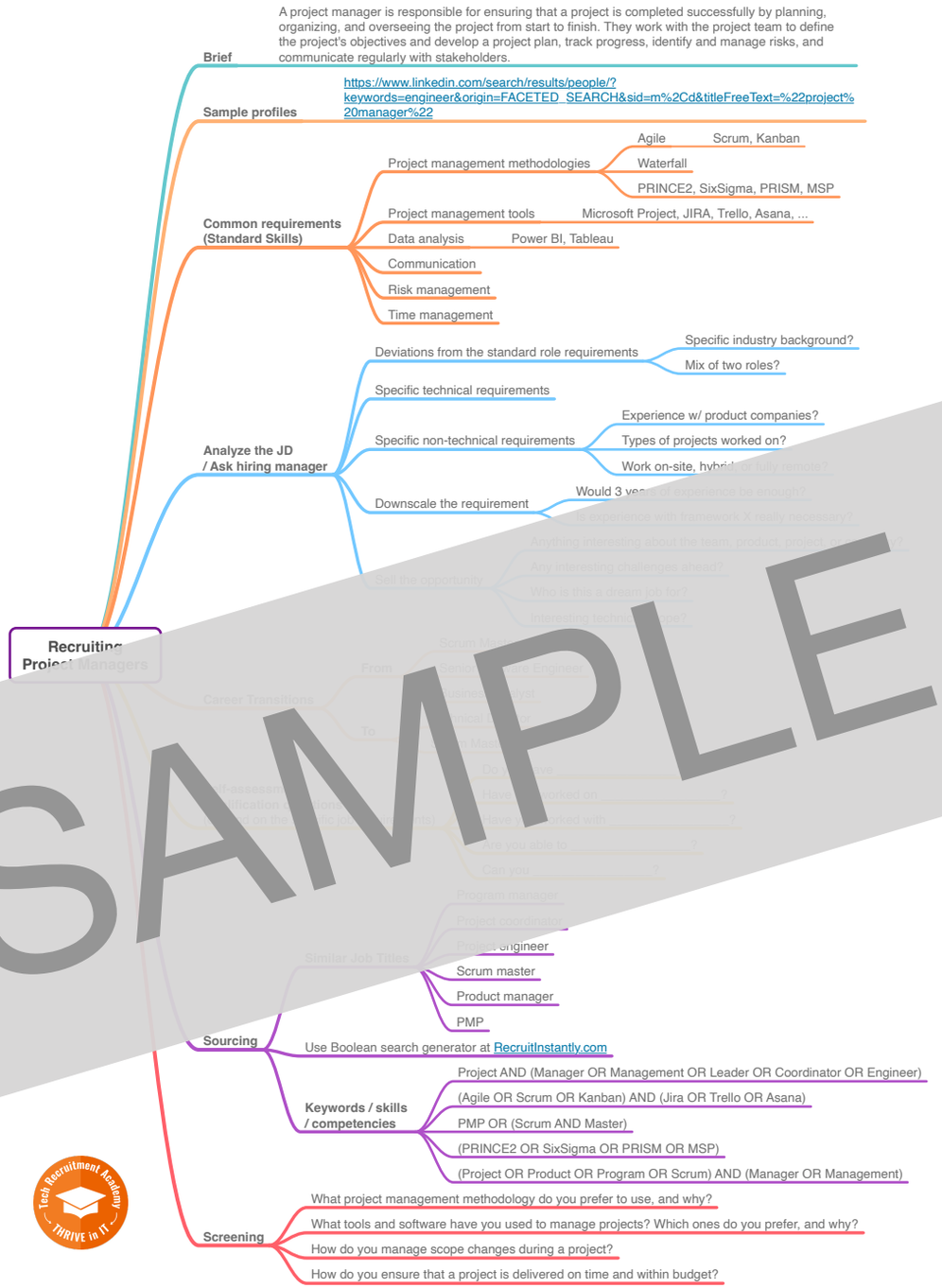
Recruiting Project Managers



Watch Michal explain this mind map in the eLearning portal



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Part II

Special Bonuses

Training for Individuals

Three Candidates In Three Weeks Challenge
Submit three IT candidates to our international clients in only three weeks! **Sign up here…**

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Customized Live Training Program
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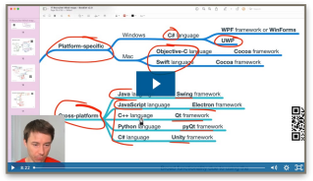
Web Scraping



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Data Scraping

- **What is Scraping?**
  - Web scraping, web harvesting, or web data extraction is data scraping used for extracting data from websites. The web scraping software may directly access the World Wide Web using the Hypertext Transfer Protocol or a web browser.
- **What can be scraped?**
  - Website
  - APIs
  - Screen
  - Data
- **Popular Programming Language for Scraping**
  - Python
- **Scraping Tools**
  - Scrapy
  - Beautiful Soup
- **Data Processing**
  - Cloud BigData
  - NumPy
    - Python library with high-level mathematical functions
  - Pandas
    - Python library for data manipulation
- **Data Analysis**
  - Looker
    - Business intelligence software and big data analytics platform
  - Kibana
    - Data visualization dashboard
- **Scraping / Security Tech**
  - HTML parsing
  - Reverse engineering
  - TOR
    - Tool that hides IP addresses
  - Proxy
  - Firewalls
- **Boolean Search Strings**
  - Python AND (Scrapy OR "Beautiful Soup") AND ("scraping" OR "crawling")
  - Python AND (Scrapy OR "Beautiful Soup") AND ("scraping" OR "crawling" OR Bot)
  - Python AND (“scraping" OR "crawling" OR Bot)
  - Python AND (“scraping" OR "crawling" OR Bot) AND "reverse engineering"
  - Python AND (“scraping" OR "crawling" OR Bot OR Scraper) AND "reverse engineering"

SAMPLE

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

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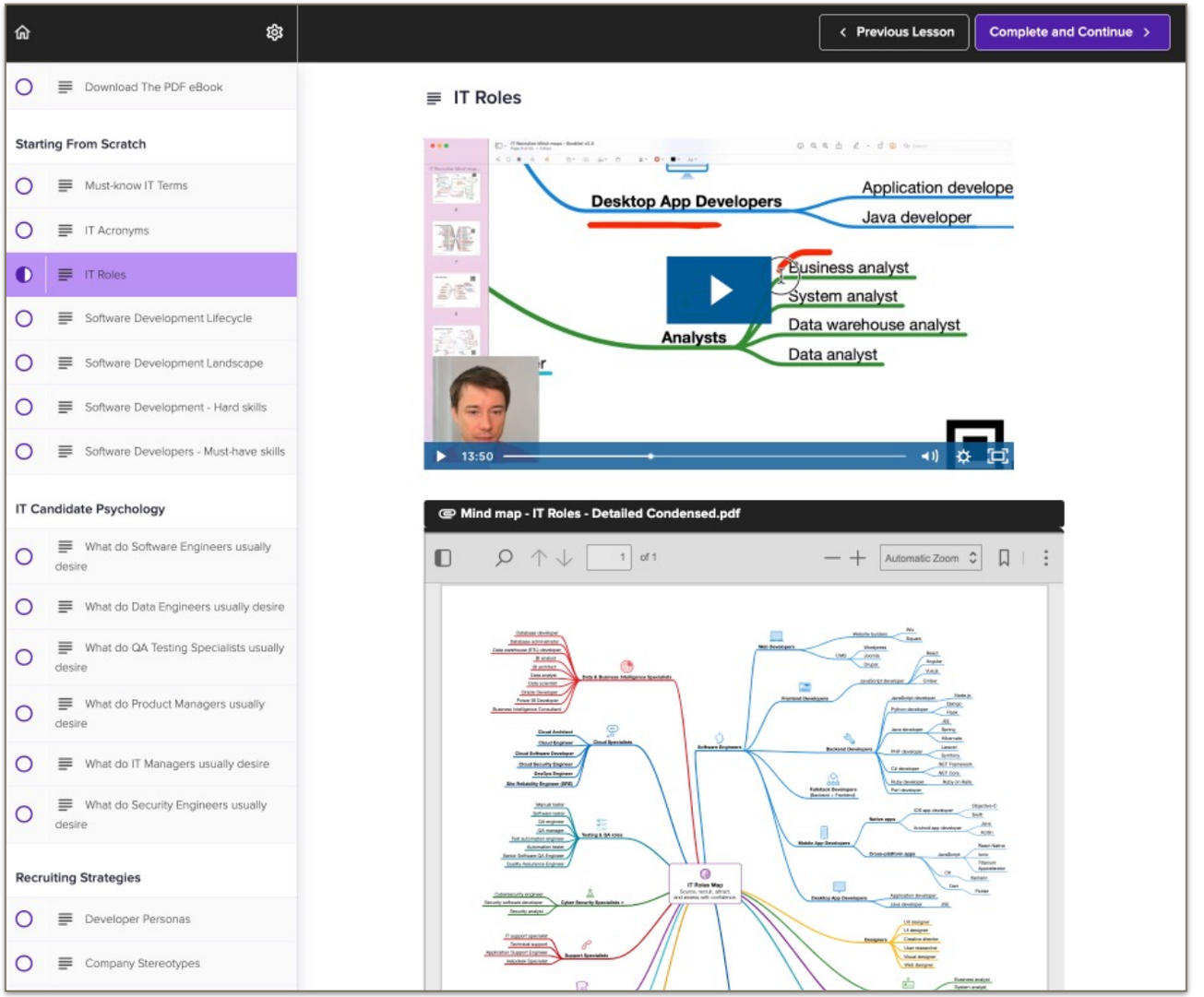
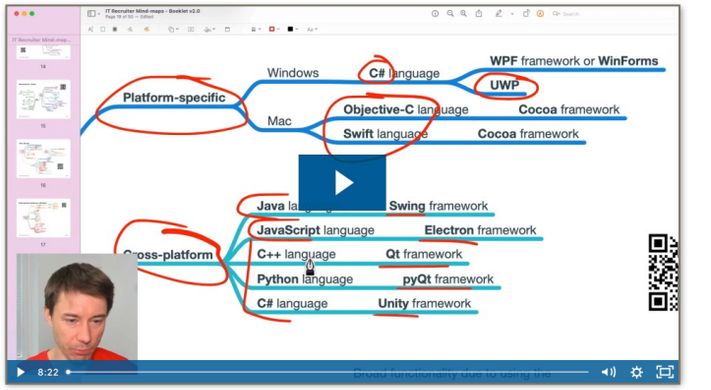
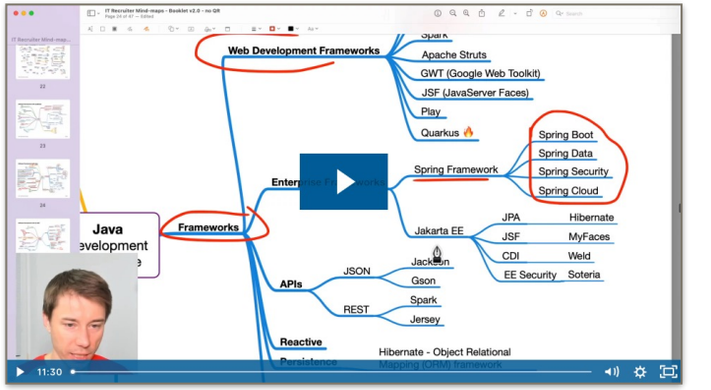
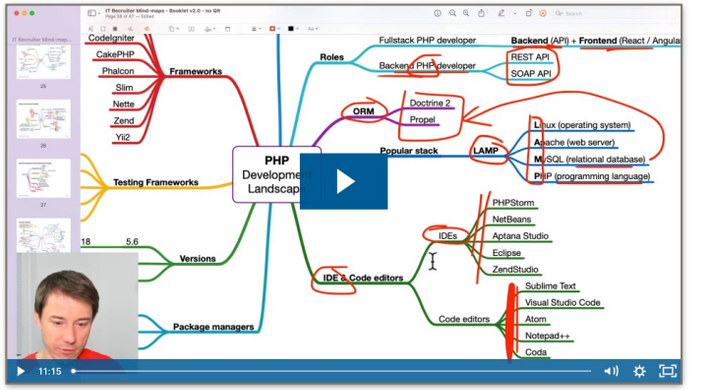
Watch videos explaining each mind map in the members area at

https://courses.techrecruitmentacademy.com/courses/enrolled/2020177









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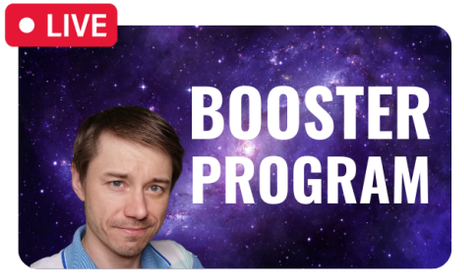
Our Best Training Programs



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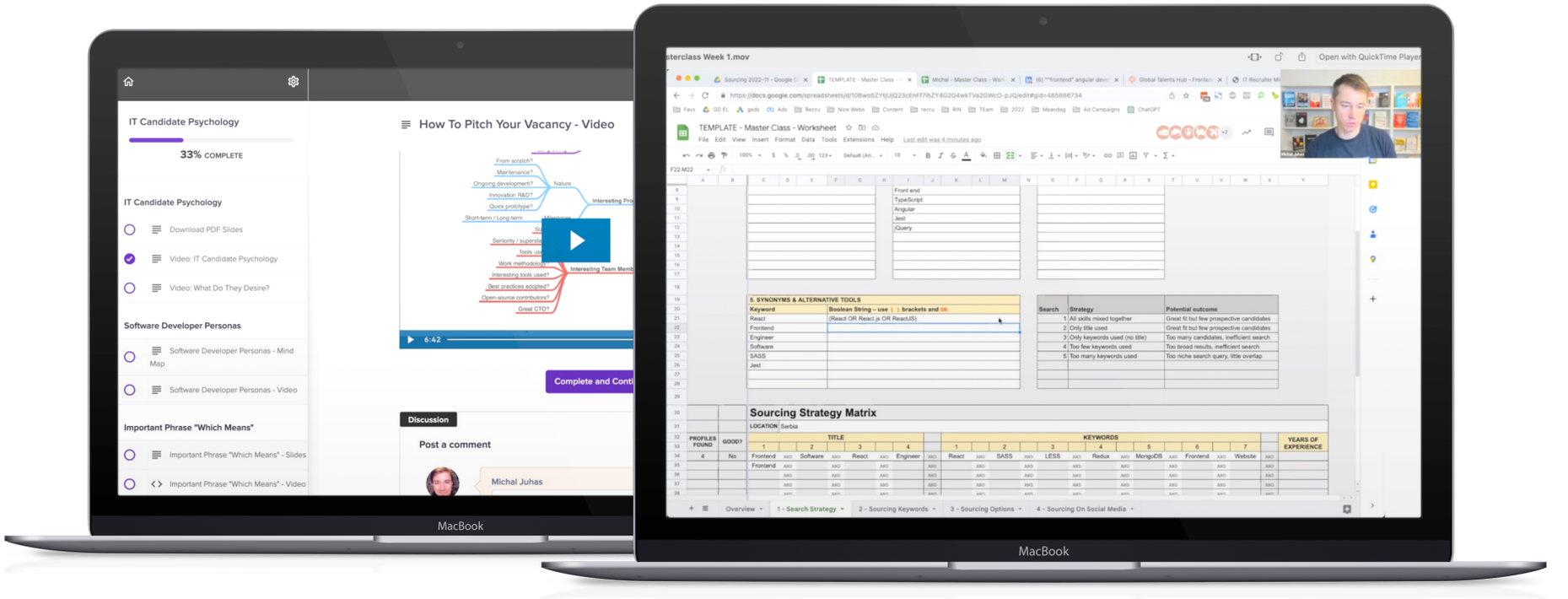
We also organize a 3-month long **Full-Cycle Tech Recruitment Master Class** which ***GUARANTEES*** you'll start working as an IT recruiter for international companies



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Terence Brown
1 review · GB

★★★★★ Invited · 18 hours ago

The training was productive and...

The training was productive and beneficial . I gained a lot of knowledge about the IT landscapes job roles learning from the work books and mind maps. Thank you for making it easy to communicate with candidates worldwide.

Татьяна Змеева
1 review

★★★★★ · Aug 13, 2019

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Moreover, guys are always open to answer any questions or give advice if necessary.

Débora Souza
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Santiago De la Hidalga Martine
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Top IT recruitment program

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Valentina Špegar
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Unparalleled support & encouragement

The amount of support from Michal and his team is unparalleled. They don't immediately assume technical knowledge but are able to adjust their conversation with you as you share your level of knowledge with them. I didn't feel talked down to and was given the opportunity to share what I knew/had learned throughout the course.

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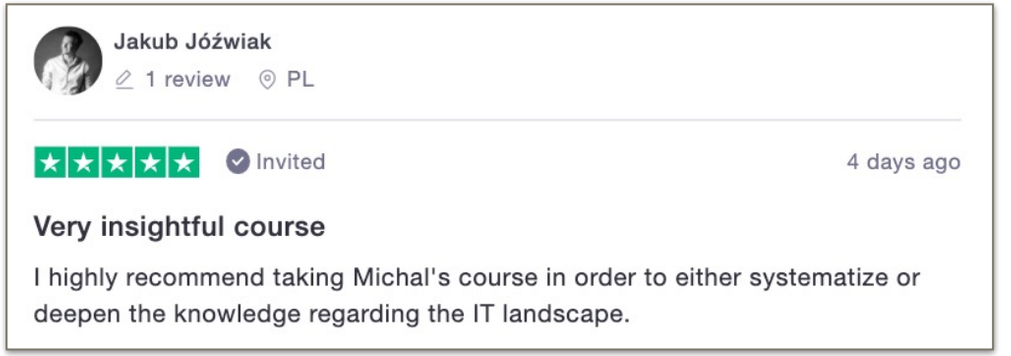

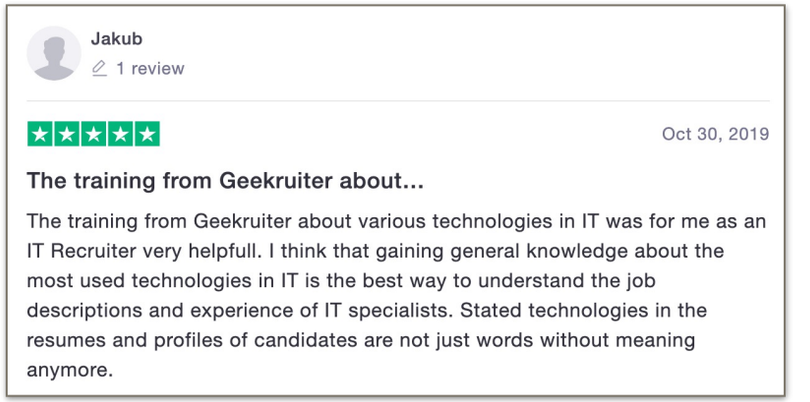

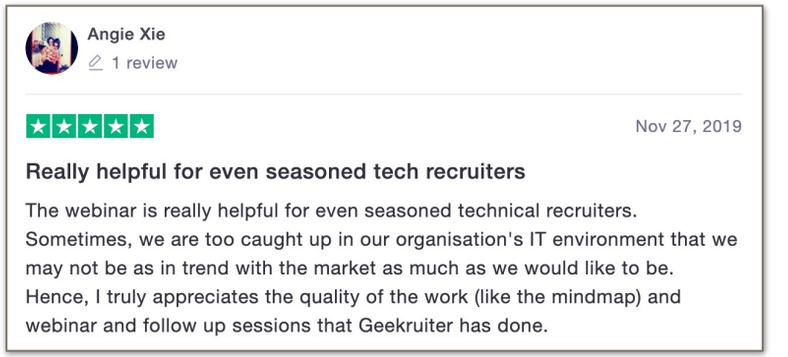

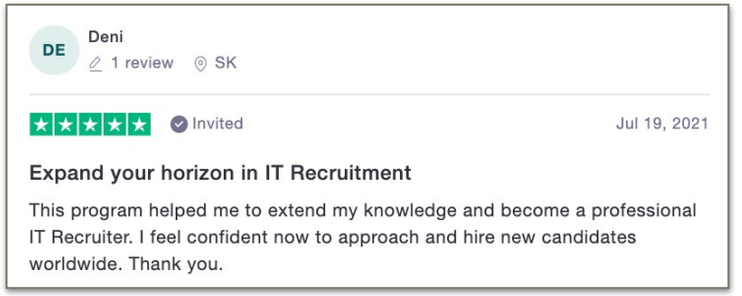

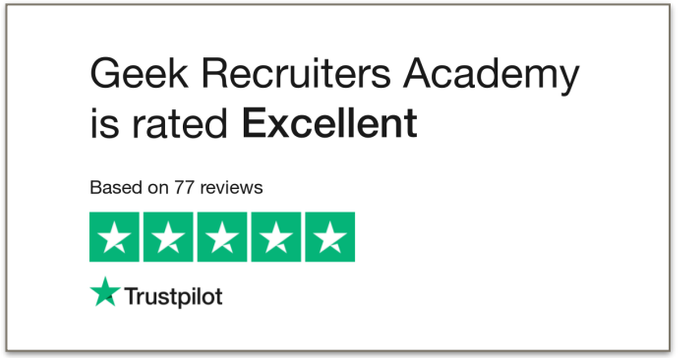

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👨 **Michal Juhas**

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