

Tech Recruiter Roadmap

Start working as an **independent Tech recruiter**—Even if you've never worked in the IT industry before and you don't know the IT terminology just yet!

**If you'd like to earn \$\$\$\$\$\$, you
have two options:**

1. You can either get employed...


Technical Recruiter

Pulley · San Francisco Bay Area · 3 hours ago · 49 applicants

 \$100,000/yr - \$150,000/yr · On-site · Full-time · Mid-Senior level

 11-50 employees · Software Development

 1 connection works here

 Skills: Recruiting

Apply 

Save

HIRING

Senior Technical Recruiter

Pave · San Francisco Bay Area · Reposted 2 weeks ago · Over 100 applicants

 \$151,300/yr - \$204,700/yr · On-site · Full-time · Mid-Senior level

 51-200 employees · Software Development

 Skills: Full Life Cycle Recruiting, Sourcing, +8 more

 View verifications related to this job post. [Show all](#)

 Easy Apply

Save

...or you can start working as an **independent freelance consultant**, part-time or full-time, commission only for high-tech companies or staffing agencies.

Tech Recruiters Earn Crazy Commissions

Position	Annual Salary (EU based candidates)	Recruiter's Commission From Direct Clients		Recruiter's Commission Through a Recruitment Network	
		High-end 25% Exclusive contracts	Low-end 15% Mainstream	High-end 40% Global Talents Hub	Low-end 10%
Test Automation Engineer	\$50,000.00	\$12,500.00	\$7,500.00	\$3,000.00	\$750.00
Fullstack JavaScript Engineer	\$60,000.00	\$15,000.00	\$9,000.00	\$3,600.00	\$900.00
Java Backend Engineer	\$80,000.00	\$20,000.00	\$12,000.00	\$4,800.00	\$1,200.00
Frontend React Engineer	\$55,000.00	\$13,750.00	\$8,250.00	\$3,300.00	\$825.00
CTO	\$120,000.00	\$30,000.00	\$18,000.00	\$7,200.00	\$1,800.00
Cloud Data Engineer	\$50,000.00	\$12,500.00	\$7,500.00	\$3,000.00	\$750.00
IT Business Analyst	\$40,000.00	\$10,000.00	\$6,000.00	\$2,400.00	\$600.00

Pros & Cons	Pros & Cons
<ul style="list-style-type: none"> - Hard to get these clients - Lots of account management - Higher placement bonus - Commitment to fulfill a role - Need to guarantee a replacement 	<ul style="list-style-type: none"> - No account management - No need to chase new clients - Lower placement bonus - No commitment to fulfill a role - No need to guarantee replacement

Some clients pay us **\$24,000** or more for each candidate they hire with our help:

Payment reference: 2020030
Method of payment: Wire transfer

Supply of goods is exempt. Supply of services - VAT reverse charge.



ITEM NAME AND DESCRIPTION	QTY	UNIT PRICE WITHOUT VAT	VAT	UNIT PRICE WITH VAT	TOTAL WITH VAT
Recruitment fee - Mr. XXXXXXXXXX Lina	1	\$24,000.00	0%	\$24,000.00	\$24,000.00

Note:

	VAT BASE	VAT AMOUNT
VAT 0%	\$24,000.00	\$0.00
	20 565,55 €	0,00 €

24,000 USD

Invoice total \$24,000.00

Tech Recruiters who work through commission-only networks earn decent commissions, too:

Position	Annual Salary (EU based candidates)	Recruiter's Commission From Direct Clients		Recruiter's Commission Through a Recruitment Network	
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Java Backend Engineer	\$80,000.00	\$20,000.00	\$12,000.00	\$4,800.00	\$1,200.00
Frontend React Engineer	\$55,000.00	\$13,750.00	\$8,250.00	\$3,300.00	\$825.00
CTO	\$120,000.00	\$30,000.00	\$18,000.00	\$7,200.00	\$1,800.00
Cloud Data Engineer	\$50,000.00	\$12,500.00	\$7,500.00	\$3,000.00	\$750.00
IT Business Analyst	\$40,000.00	\$10,000.00	\$6,000.00	\$2,400.00	\$600.00

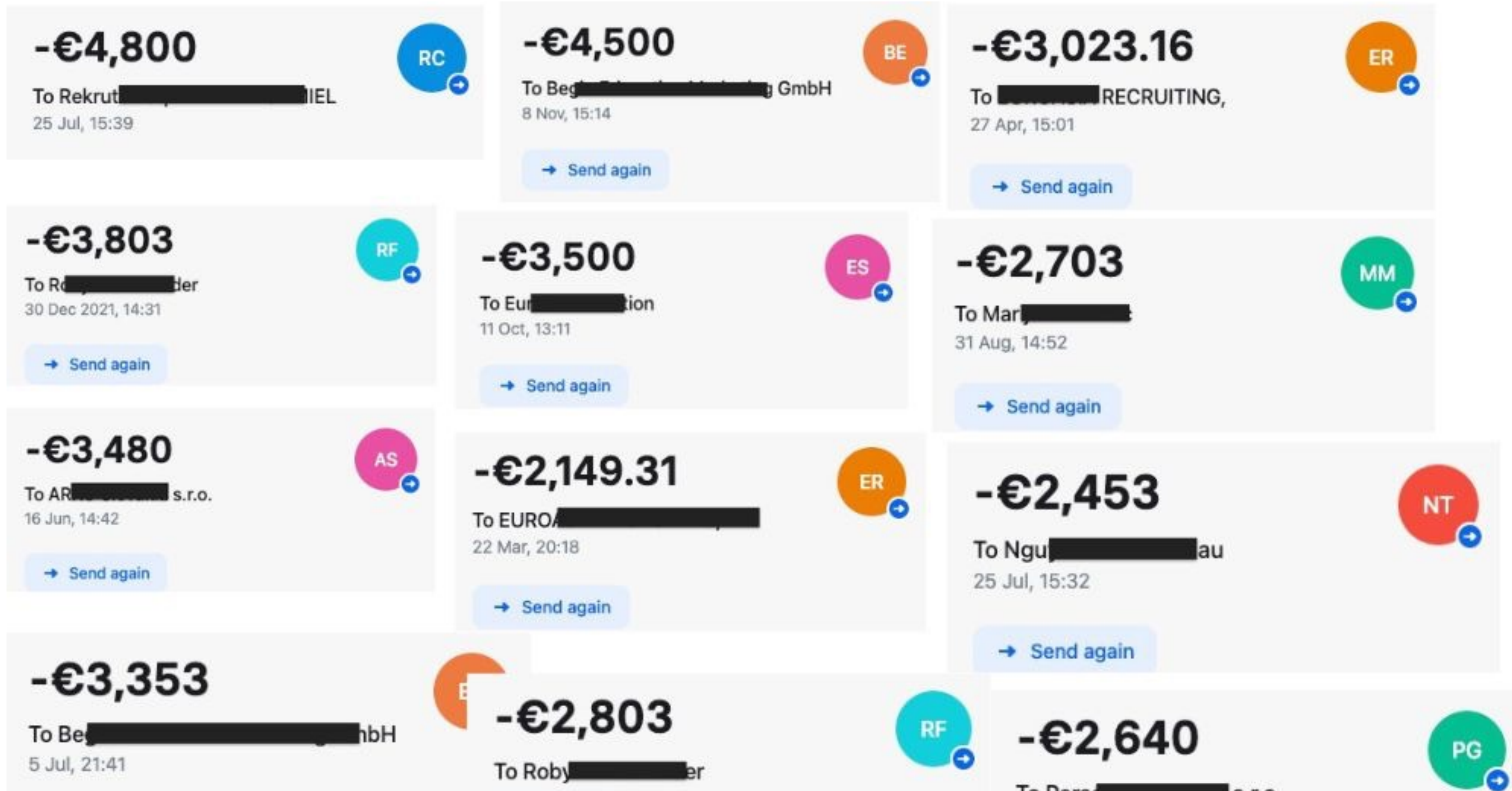
Pros & Cons

- Hard to get these clients
- Lots of account management
- Higher placement bonus
- Commitment to fulfill a role

Pros & Cons

- No account management
- No need to chase new clients
- Lower placement bonus
- No commitment to fulfill a role

Just look at the recent commissions paid in our bounty hunter's network:



Salaries of professional tech
recruiters keep increasing!



Global Companies Keep Hiring IT Recruiters



Deloitte



Airbnb



Cisco



Accenture



Kforce



Wayfair



Amazon



Comcast



Intel



Tesla



Kelly



Intuit

Staffing agencies are hiring tech recruiters as well

Adecco

 **randstad**

 *today's talent. tomorrow's success.®*
LUCAS GROUP

 **TEKsystems**

 **STAFFLINK**

 **epitec**
Placing People First

InsightGlobal



DIVERSANT.®
Empowered by Difference


RightStone
WE'RE ON IT

 **bridge**
TECHNICAL TALENT

COMMDEX LLC 3.8★

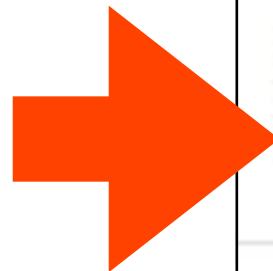
Junior Recruiter

Smyrna, GA

\$36K - \$50K (Glassdoor est.) ⓘ

[Apply Now](#)

[Save](#)



Duties and Responsibilities:

- Heavy sourcing, recruiting, and coordinating in the engineering and telecommunications field
 - Generating a pool of passive candidates
 - Maintaining recruiting files, documentation and communication with candidates

Recruiting database

Manager to execute recruiting plans

Industry contacts, association memberships, trade groups and employees

- Assist with college recruiting initiatives

[Show More](#) ▾

Average Base Salary Estimate

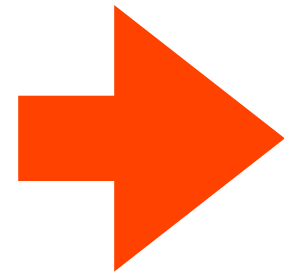
\$42,555 /yr (est.)



\$36K

\$50K

1-2+ years of experience... \$46-50k



TRC 3.9★

Technical Recruiter - (REMOTE)

Boston, MA

\$61K - \$95K (Glassdoor est.) ⓘ

Easy Apply

Save



Our Digital Solutions team is seeking a talented and self-driven *Technical Recruiter* to join our team.

The *Technical Recruiter* will be responsible for sourcing, hiring, and retaining professionals with expertise in operational technologies, engineering services, information technology and business and technology solutions related to our clients in the utility domain in both the US and Canada. This role is fully remote or could sit in any of our 140+ offices nationwide.

Digital team to build a talent acquisition and workforce plan that aligns and
growth strategy.

Show More ▾

Average Base Salary Estimate

\$75,797 /yr (est.)





3-4+ years of
experience... **\$61-95k**

Junior Recruiter

Enercon Services, Inc. 2.3 ★

Remote

 Estimated \$50K - \$63.2K a year ?

 Full-time


- Responsibilities (including but are not limited to).
- Actively source candidates using active networking, ATS, LinkedIn or other social media,...

Junior Recruiter
\$50k - \$63.2k

Junior Technical Recruiter

Varstaff 5.0 ★

Remote

 Estimated \$63.4K - \$80.2K a year ?

- This is for an immediate need and fully remote.
- Willing to train the right person..

Posted 30+ days ago · More...

Junior Recruiter (REMOTE)

Sustainable Talent

Remote in Miami, FL 33101

Junior Recruiter

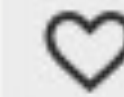
Enercon Services, Inc. ★★★★★ 39 reviews

Remote • Remote

Full-time

You must create an Indeed account before continuing to the company website to apply

[Apply on company site](#)



Indeed's salary guide

- Not provided by employer
- \$50K - \$63.2K a year is Indeed's estimated salary for this role in Remote. ?

Full Job Description

ENERCON is a multi-disciplinary engineering and environmental services company dedicated to driving efficiency and sustainability throughout energy, power, and technology-related industries. Our culture is defined by our commitment to excellence and investment in our employee's growth and development.

Due to continued growth, our Corporate team is seeking a **Junior Recruiter** for **Kennesaw, GA**, location. Although Kennesaw is the preferred location, we will consider candidates working from Palm Beach Gardens, FL, Lake Mary, FL, Tarrant, TX or Naperville, IL offices. This position is a hybrid position with office and from-home availability each week.

Responsibilities (including but are not limited to)

Junior Technical Recruiter

Varstaff 5.0 ★

Remote



 Estimated \$63.4K - \$80.2K a year 


- This is for an immediate need and fully remote.
- Willing to train the right person..

Junior Technical Recruiter
\$63.4k - \$80.2k

Sustainable Talent

Remote in Miami, FL 33101

 Estimated \$52.7K - \$66.7K a year 

 Full-time

No matter the location, or the role, every Sustainable Talent teammate shares one galvanizing mission: TO DRIVE CAREERS, GROW BUSINESSES, AND BETTER THE...

Posted 30+ days ago · [More...](#)

[View all 2 available locations](#)

Recruiter

Einride

Remote in New York, NY

Junior Technical Recruiter


Varstaff ★★★★★ 6 reviews

Remote • Remote

[Apply now](#)



Indeed's salary guide

- Not provided by employer
- \$63.4K - \$80.2K a year is Indeed's estimated salary for this role in Remote. 

[Report inaccurate salary](#)

Full Job Description

Varstaff is searching for a **Junior Technical Recruiter** to join our team. This is for an immediate need and fully remote.

Willing to train the right person..

Looking for someone who is hungry, aggressive and willing to learn!

We have a large volume of requisitions with lots of activity and a very fast paced environment.

The Technical Recruiter responsibilities include sourcing, screening and providing a shortlist of qualified candidates for various technical roles.

If you're ready for **high volume** of both hourly and direct hire roles with an emphasis on engineers, designers, developers and programmer then come join our team!

new

Junior Technical Recruiter - REMOTE

Sekon 4.4 ★

Remote in Reston, VA 20191

 Estimated \$64.2K - \$81.2K a year   Full-time

- The successful candidate will have a high level of understanding related to information technology skill sets and experience.

Junior Technical Recruiter
\$64.2k - \$81.2k

Junior Recruiter : 202208242

eTRANSERVICES Corp 4.5 ★

Remote in Fredericksburg, VA

 Estimated \$53.1K - \$67.3K a year   Full-time

- Position: **Junior** Level **Recruiter** [Requisition: 202208242]*.
- Clearance: * Candidate must be a US Citizen, and have a Public Trust.

Posted 30+ days ago · More...

Recruiter

Gavin de Becker & Associates 3.6 ★

Remote in San Antonio, TX

 Estimated \$60.7K - \$88.2K a year 

Junior Technical Recruiter - REMOTE

Sekon ★★★★★ 8 reviews

Reston, VA 20191 · Remote

Full-time

Apply now

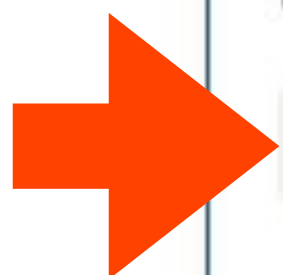


Full Job Description

We are seeking an energetic **Junior Technical Recruiter** with experience working in the federal contracting arena. The successful candidate will have a high level of understanding related to information technology skill sets and possess full lifecycle recruiting experience. In order to achieve success, the ability to interface with hiring managers, business development personnel, and others is a must. The ideal candidate will identify, contact, and screen candidates for job openings. This position requires the ability to speak clearly and generate excitement over the phone. We're looking for a strategic hunter that scrapes repositories, mines social media, and can engage the most sought-after passive talent. This is a great opportunity to be in a high-visibility role as part of a team focused on making an impact on the business while recruiting smart, innovative talent. This role is 100% remote but the candidate must be local for some on-site meetings.

With over 25 years of mission-focused success, **SeKON** delivers cultural, operational, and technical transformation to support federal government customers including the National Institutes of Health (NIH), Substance Abuse and Mental Health Services Administration (SAMHSA), the Centers for Disease Control (CDC), Centers for Medicare and Medicaid Services (CMS) and Defense Health Agency (DHA). Our vision is *"Better Health Through Innovation and Digital Transformation."*

RESPONSIBILITIES:



Technical Talent Sourcer

Insight Enterprises, Inc. 3.6 ★

Remote

Estimated \$78.9K - \$99.9K a year

- Experience as a sourcer, recruiting administrator or junior-level **recruiter** preferred.
- From **IT** strategy and design to implementation and management, our...

Technical Talent Sourcer
\$78.9 - \$99.9k

Energybot
Dallas, TX

Estimated \$75.7K - \$95.9K a year Full-time

- Ability to quickly pick up new concepts and **technologies** fast.
- No 3rd party agencies - we are not using **recruiters** for this role.

Posted 25 days ago · More...

Junior Cloud Engineer

Red River Computer Co. 3.3 ★

Remote

Technical Talent Sourcer

Insight Enterprises, Inc. ★★★★★ 576 reviews

Remote • Remote

You must create an Indeed account before continuing to the company website to apply

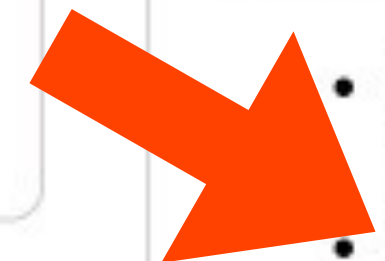
Apply on company site



Responsibilities

- Interact with and recruit potential candidates on social media, professional networks (e.g. LinkedIn, Dice, Indeed, Github, etc...), and any other channels.
- Craft and send recruiting emails.
- Identify qualified candidate profiles using various sourcing techniques (e.g. Boolean search).
- Develop talent pipelines for future hiring needs.
- Conduct introductory calls with candidates.
- Measure conversion rates, including numbers of passive candidates who turn into applicants, get invited to interviews, get offers and get hired.
- Ask for referrals from current employees and external networks.

Requirements and skills



- Hands-on experience with sourcing loactions and techniques (e.g. social platforms and crafting Boolean search strings).
- Experience as a sourcer, recruiting administrator or junior-level recruiter preferred.
- Excellent verbal and written communication skills.
- Ability to positively present our company and open roles to potential candidates
- Effective time-management abilities.

And **freelance independent
commission-only** recruiters
can earn *EVEN MORE* money...

...because High-Tech companies pay to recruiters **\$15,000+** in success fees for one hired IT candidate.

All of that while these recruiters are **working remotely** from the comfort of their home or a coffee shop.



With my colleagues at the Global Talents Hub, we **filled 90+ IT roles** in the last 2-3 years

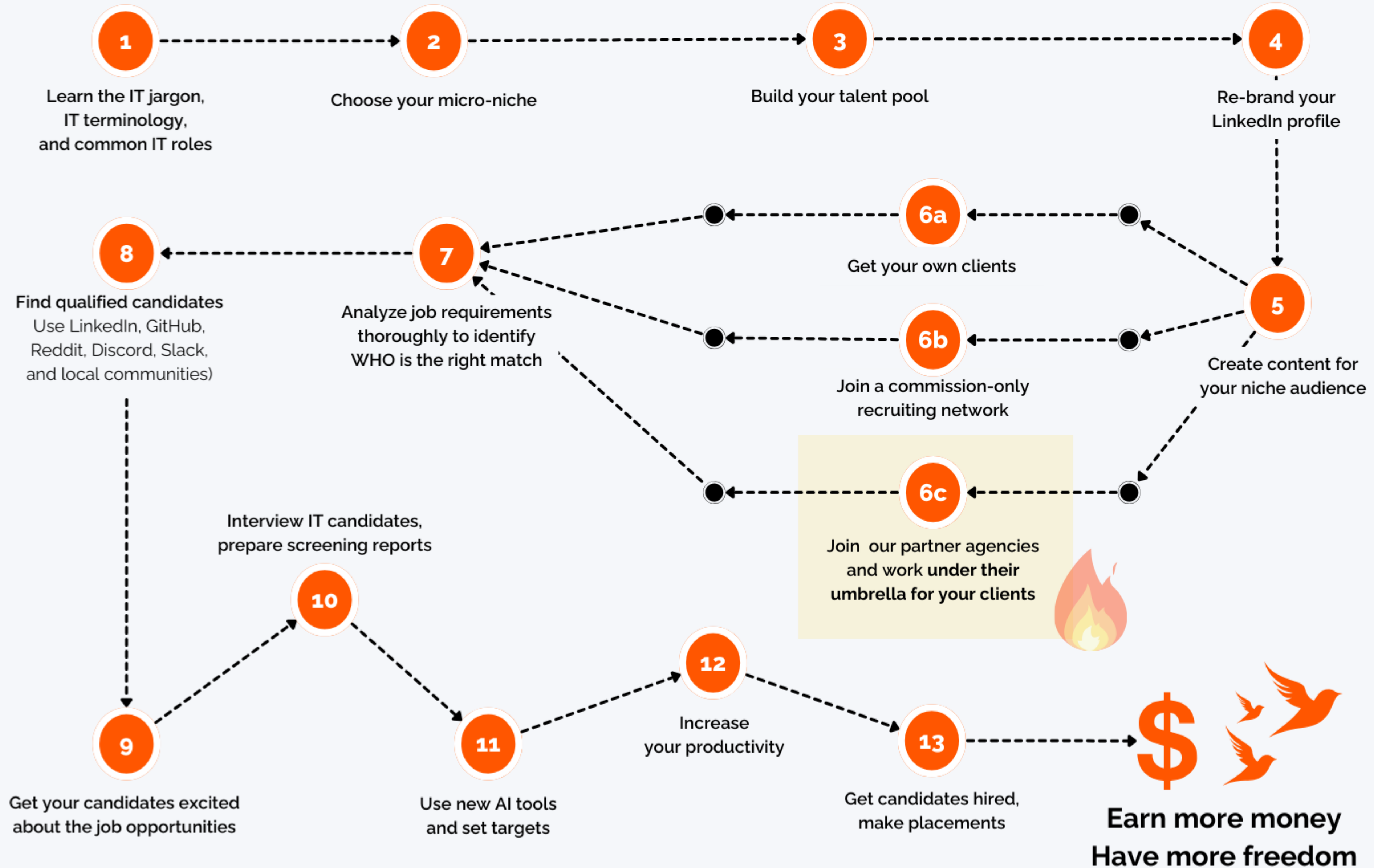
- AWS DevOps Engineer
- Azure Solution Architect
- Backend C# ASP.NET Engineer
- Backend JavaScript Engineer
- Backend Node.js Engineer
- Backend Python Engineer
- Business Intelligence Specialist
- C# .NET Software Engineer
- C++ Software Engineer
- CTO Chief Technology Officer
- Cybersecurity Specialist (PhD.)
- Data Scientist (Python)
- Frontend Angular Engineer
- Frontend Engineer
- Frontend JavaScript Engineer
- Frontend React Engineer
- Full Stack JavaScript Engineer
- Full-Stack C# Engineer w/ SAP Exp
- Full-Stack JavaScript Engineer
- Full-Stack TypeScript Engineer
- Full-Stack PHP Engineer
- Full-Stack Python & React.js Dev
- iOS Swift Mobile Engineer
- IT Product Manager
- Java Application Architect
- Java Engineer
- Junior Frontend React Engineer
- Junior Python Backend Engineer
- Manual QA Tester
- Marketing Specialist
- Next.js React Engineer
- MS SQL Database Administrator
- Product Designer UX/UI
- Product Manager
- Project Engineer
- Python Backend Engineer
- QA Test Automation Engineer
- React Native Mobile App Engineer
- Ruby on Rails Software Developer
- Software Architect
- System Administrator
- Technical Support Specialist
- VP of Engineering
- ...and more!

So, how can **YOU** do this as well?

SIMPLY FOLLOW THE PROVEN

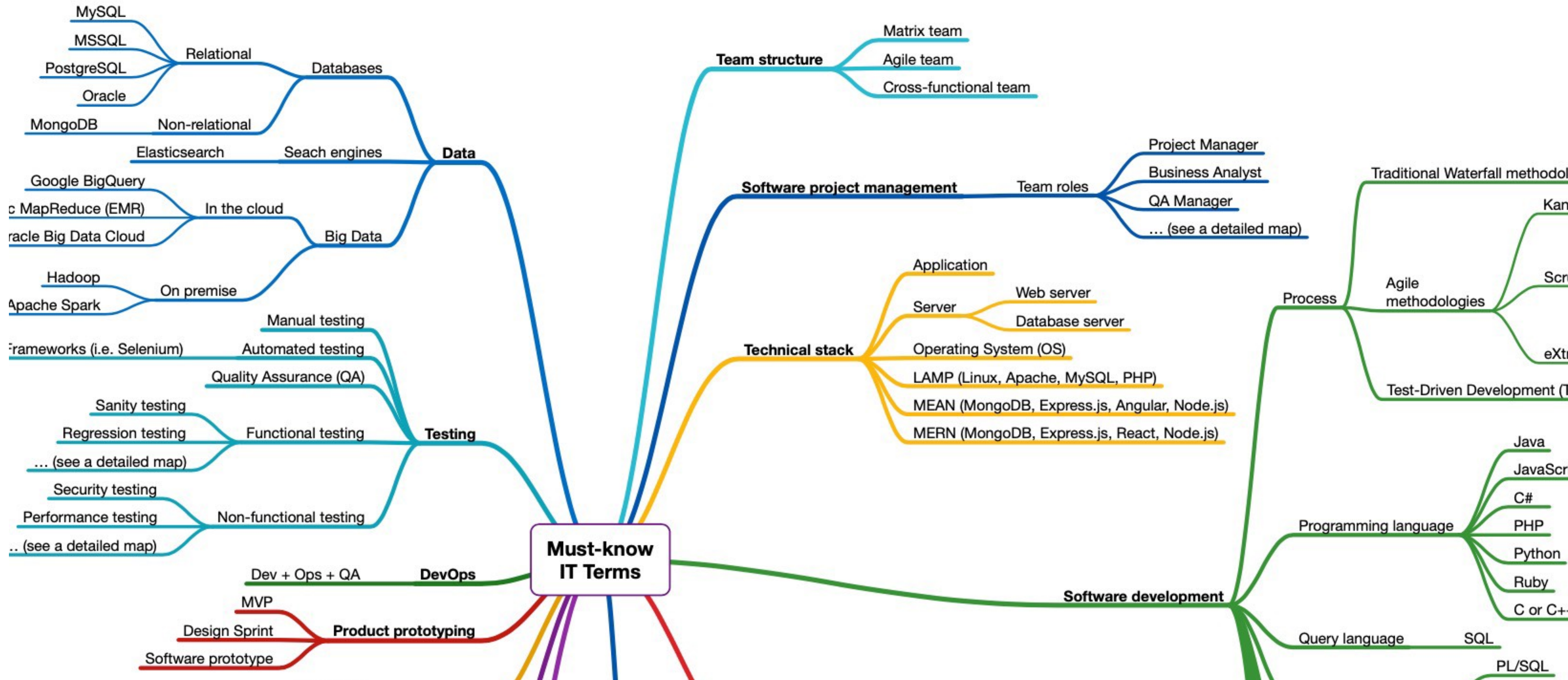
Freelance Tech Recruiter Roadmap

The Freelance Tech Recruiter Roadmap



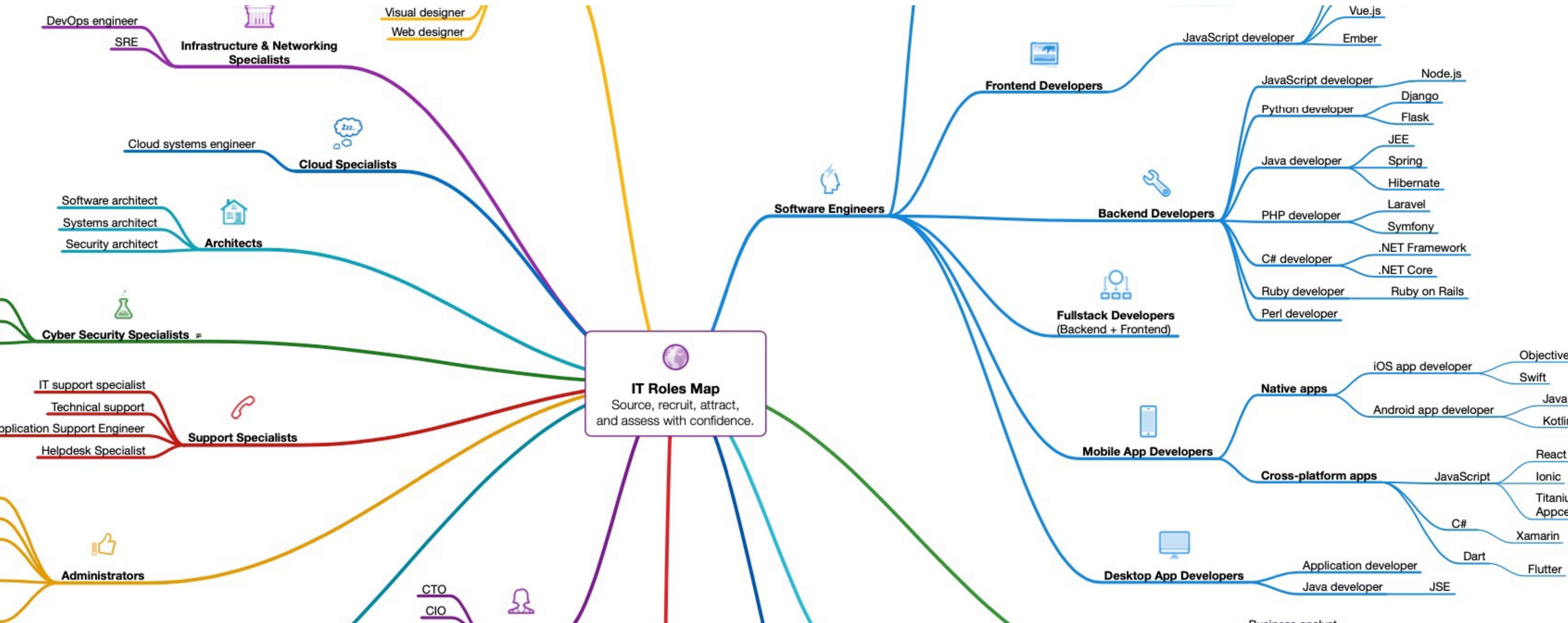
STEP 1.

Get to know the IT terminology & IT roles



STEP 2.

Choose your niche micro-niche



STEP 3.

Create your list of "Hireable 500"

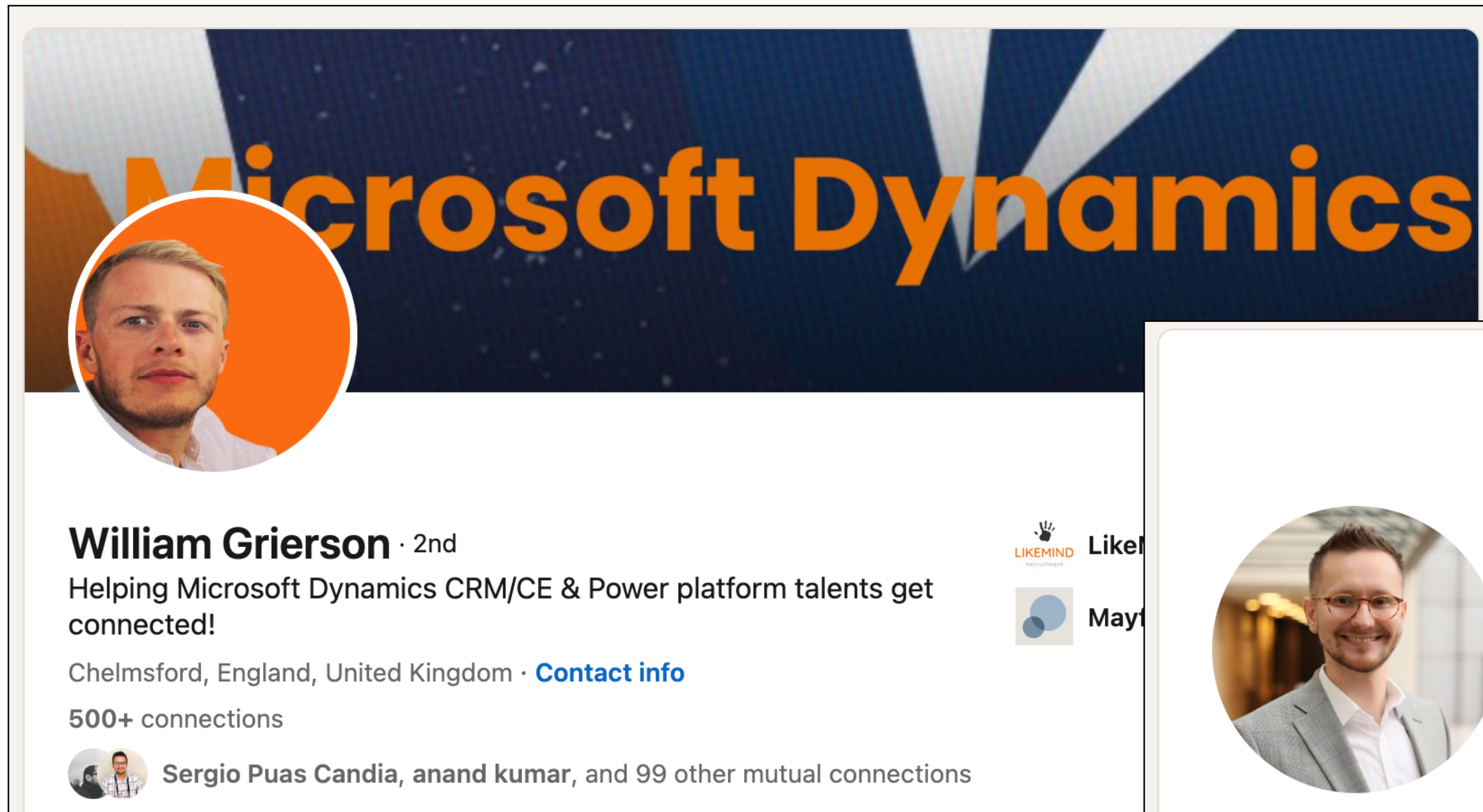
"In my niche, I've only got 217 candidates."

	Full Name	Recruiting Status	Relationship	Career Path	Certification	Country
1	M	Passive Pool	1 - Cold	Individual Contributor	AWS Cloud	Serbia
2	Ar	Passive Pool	3- One call	Individual Contributor	AWS Cloud	Hungary
3	Ar	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Portugal
4	M	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Croatia
5	Lu	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Poland
6	He	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Portugal
7	Va	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Czech Republic
8	Pa	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Poland
9	Ja	Active Pipeline	3- One call	Individual Contributor	AWS Cloud	Poland
10	Ky	Passive Pool	1 - Cold	Individual Contributor		
11	Aj	Passive Pool	1 - Cold	Individual Contributor	Azure Cloud	Bosnia
12	Ol	Passive Pool	1 - Cold	Individual Contributor	AWS Cloud	Spain
13	Reodo...	Passive Pool	1 - Cold	Individual Contributor		Cyprus
14	Br	Passive Pool	1 - Cold	Individual Contributor	AWS Cloud	Croatia
15	Bc	Passive Pool	1 - Cold	Individual Contributor		Portugal



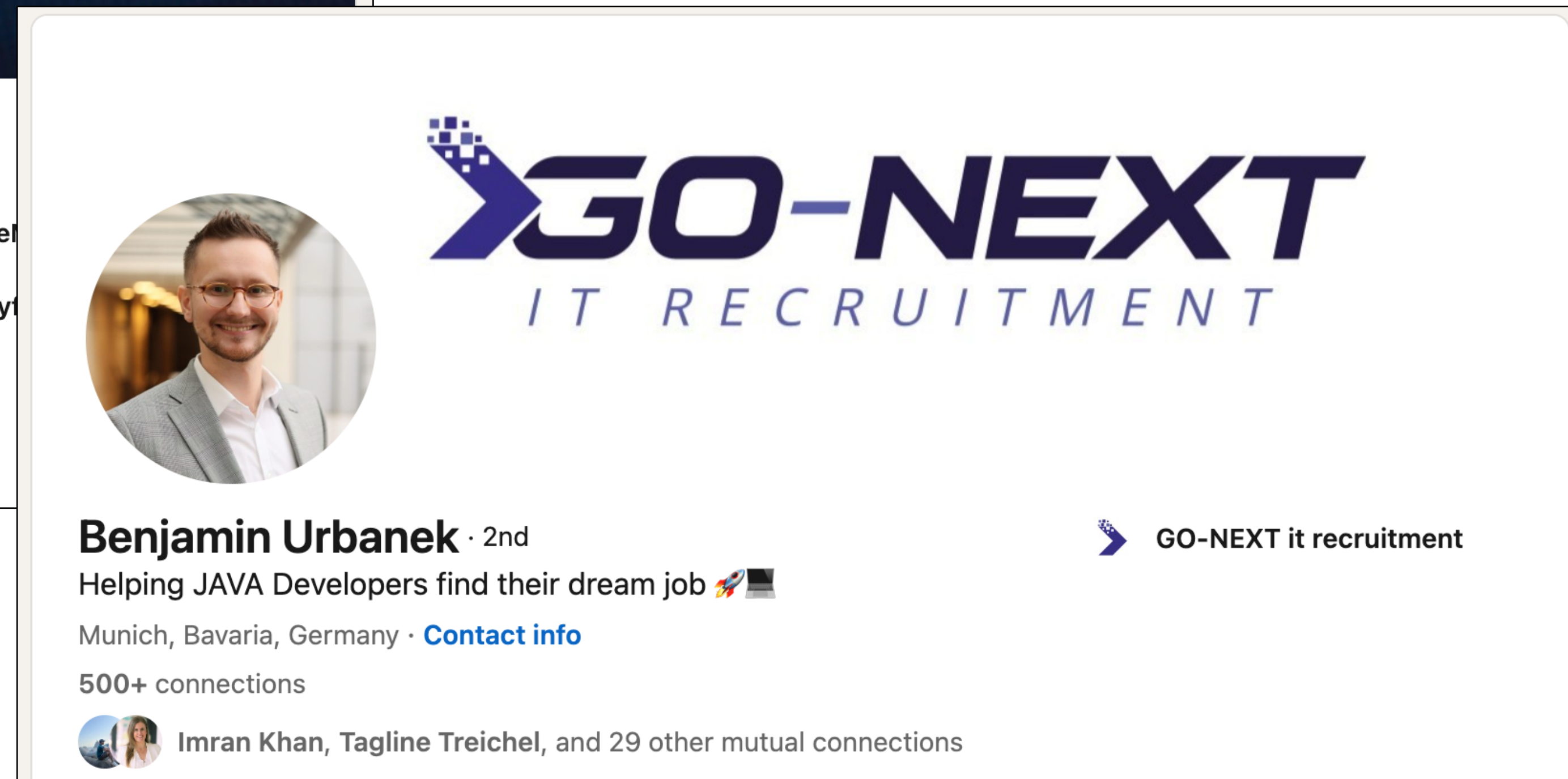
STEP 4.

Re-brand your LinkedIn profile



William Grierson · 2nd
Helping Microsoft Dynamics CRM/CE & Power platform talents get connected!
Chelmsford, England, United Kingdom · [Contact info](#)
500+ connections
Sergio Puas Candia, anand kumar, and 99 other mutual connections

LIKEMIND
May



Benjamin Urbanek · 2nd
Helping JAVA Developers find their dream job 🚀
Munich, Bavaria, Germany · [Contact info](#)
500+ connections
Imran Khan, Tagline Treichel, and 29 other mutual connections

GO-NEXT
IT RECRUITMENT

GO-NEXT it recruitment

STEP 5.

Create compelling content for the niche audience



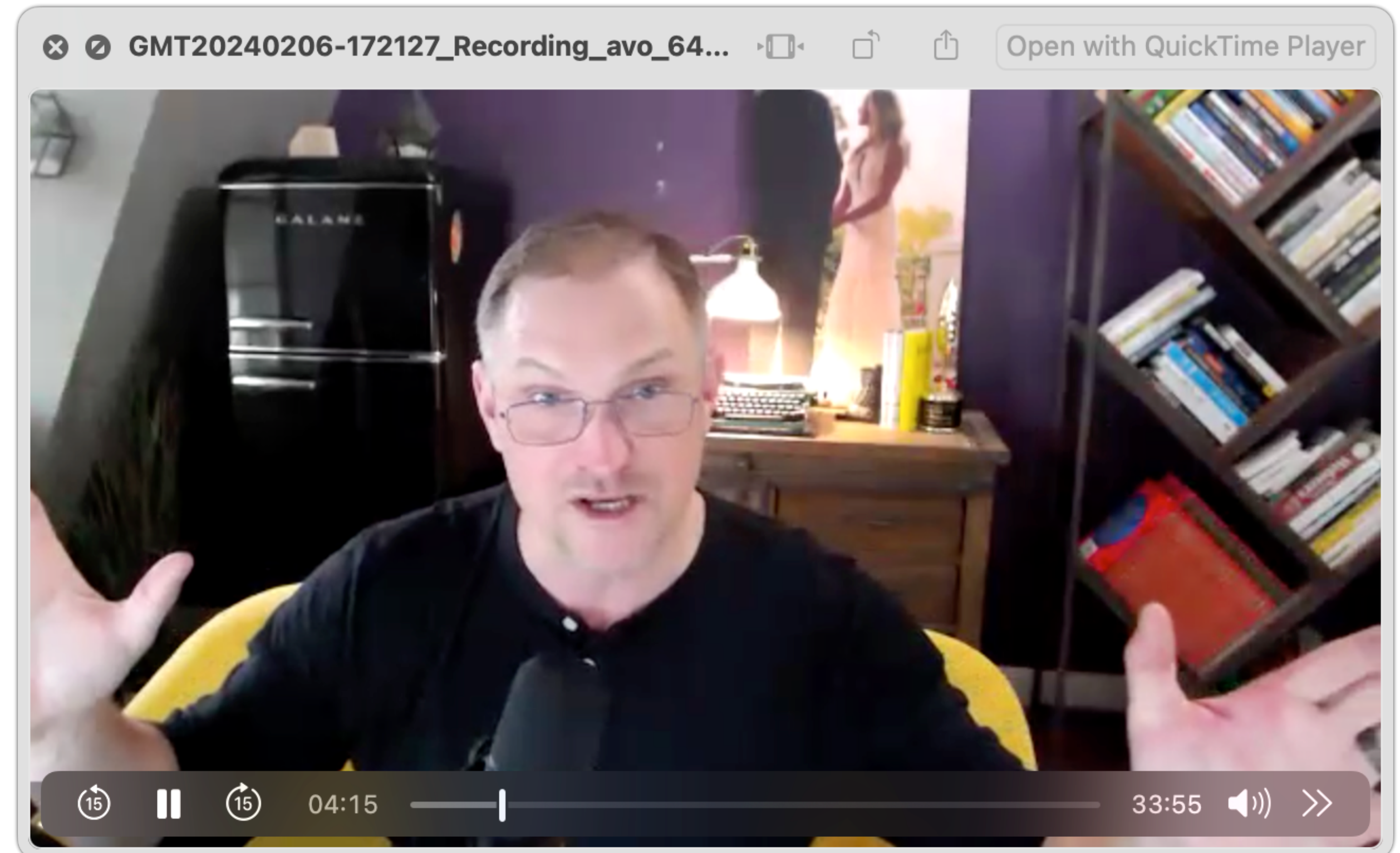
How to prepare for re:Invent in Las Vegas?

STEP 6.

Get your first client

- Provide value
- Build relationships
- Position yourself as a trusted advisor

Jonathan Porter-Whistman



STEP 7.

Analyze the client's job requirements

Job Description SENIOR PHP DEVELOPER

We are looking for a PHP Developer responsible for managing back-end services and the interchange of data between the server and the users. Your primary focus will be the development of all server-side logic, definition and maintenance of the central databases, and ensuring high performance and responsiveness to requests from the front-end. You will also be responsible for development and integration of the front-end elements. Therefore **Isn't this obvious? That's what a 100% of PHP developers do.**

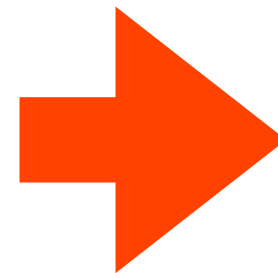
Responsibilities

- Development and Integration of user-facing elements
- Build efficient, testable, and reusable PHP modules
- Solve complex performance problems and architectural challenges
- Integration of data storage solutions

Skills And Qualifications

Only skills, nothing about abilities & values

- Strong knowledge of Symfony
- Advanced understanding of Twig
- Understanding the fully synchronous behavior of PHP
- Understanding of MVC design patterns
- Basic understanding of front-end technologies, such as JavaScript, HTML5, and CSS3
- Knowledge of object oriented PHP programming
- Understanding accessibility and security compliance **Such a mess**
- Strong knowledge of the common PHP or web server exploits and their solutions
- Understanding fundamental design principles behind a scalable application
- User authentication and authorization between multiple systems, servers, and environments
- Integration of multiple data sources and databases into one system
- Familiarity with limitations of PHP as a platform and its workarounds
- Creating database schemas that represent and support business processes
- Familiarity with SQL/NoSQL databases and their declarative query languages (knowledge of Cassandra and Elastic Search is an advantage)
- Proficient understanding of code versioning tools, such as Git/Gitlab



Senior PHP full-stack dev in Slovakia, anyone?

Jana Mandl is looking for a full-stack PHP Developer to join her startup Spalneo. It's written in Symfony. There's obviously back-end, front-end, database, ... as you'd expect :)

This is especially good for devs who prefer working in small teams and are keen to take responsibility for their tech decisions.

Spalneo is a funded startup with an MVP. It has the potential to disrupt the way young people travel for leisure & spa treatments.

The team has already built companies like SkyEurope Airlines, so it's likely you learn how to build a company along the way. This learning experience may be priceless, right?

📍 Location: Bratislava city center, Slovakia (w/ home-office)

📄 Contract: Preferred full-time long-term employment, open for alternatives (part-time, short-term)

🔥 To get in touch with Jana's team, please let me know in comments or send me a direct message.

[#jobs](#) [#technology](#) [#travel](#) [#spa](#) [#php](#) [#symfony](#)

STEP 8.

Find qualified candidates

- Try “offline sourcing”
- Build relationships and ask for referrals

Find More IT Candidates

with



LinkedIn



GitHub



Google
X-Ray



Slack
Groups



Facebook
Groups



STEP 9.

Get candidates excited with your pitch

- Get them excited
- Sell them the opportunity at hand



STEP 10.

Screen candidates & assess technical fit

- Prepare interview templates
- Ask great questions to figure out who **EXACTLY** is a good fit

Highlights: 

-

Overall experience with web development:

-

Experience with Ruby language and Ruby on Rails framework:

-

Experience with Frontend development: (JS/TS? What framework used most?)

-

Worked on complex software applications? Examples

-

Can write SQL queries?

-

Can optimize... [Show More](#)

STEP 11.

Sell candidates to clients

Candidate Report

Mr. Ivan [REDACTED]

Highlights / Industry experience:

- Working on a similar project - visual detection of people crowds

Experience with Frontend web development:

- 5 years

Frameworks:

- Most of the projects were in Angular (major experience)
- One project in Vue, two small projects in React (but not preferred)

Experience with PRODUCT companies (not agency, not SW house, not consulting):

- Working on a similar project - visual detection of people crowds
- Augmented reality - 3D builder
- Admin panels for different projects (coupon apps, blockchain)

Experience with DATA visualization:

- Yes, current project has lots of charts and graphics

Experience working in Product teams:

- Yes, see above

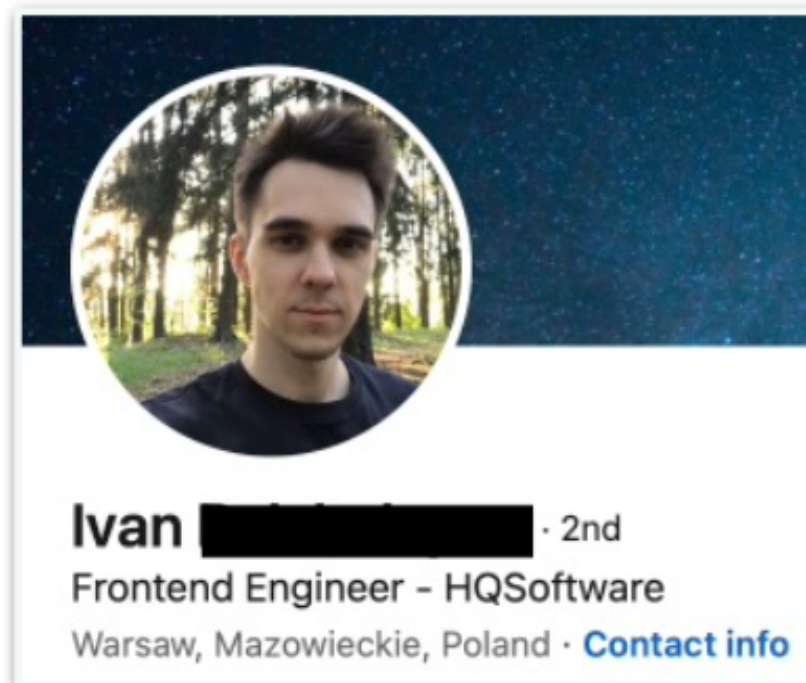
Experience with large projects?

- Current project 1-man show => wants to change
- The previous project was 3-5 people
- All previous small teams great

Experience starting from scratch & scaling products:


- Yes, likes it and wants to.

Dream job:



Experience

 **Frontend Engineer**
HQSoftware · Full-time
Jun 2020 - Present · 2 yrs
Minsk, Republic of Belarus
[in](#) helped me get this job

 **Frontend Engineer**
Smartym Pro · Full-time

Candidate Report

Mr. Kiril [REDACTED]

Highlights:

- Graduated in 1988
- Speaks Russian, lives in Bulgaria

Experience with PHP:

- 7 years

Experience with Frameworks:

- Used Laravel and Symfony.
- Created custom framework for a client.

Featured projects:

- ERP system
- System for a Transport company, management of doctor appointments

Worked on complex applications, not just Wordpress / CMS?

- Yes, from scratch.
- "Forget Wordpress!"

Experience with JavaScript:

- Yes, JS (not TypeScript)
- He claims to have lots of experience with vanilla javascript

Experience with Vue.js or other frameworks:

- Haven't used Vue.js but doesn't have any problem

Write and optimize SQL queries:

- Yes, writes SQL query directly
- Can use Doctrine (but doesn't like it, prefers to write SQL)

Language

- Russian (now lives in Bulgaria)

Worked in a Scrum or Kanban team?

- Mostly worked alone - at "Machine.Market" company standalone

Worked in a product-centric company?

- Yes, <https://cranemarket.com/about> (his name appears on the bottom)

Understands and apply SOLID, DRY, KISS principles and design patterns?

- "It's necessary to use."
- "I use dependency injection."
- Uses Adapter, Decoration design patterns
- Doesn't remember names in English but says he uses some more.

Can connect to a server, read & analyze logs, write basic scripts?

- Yes

Managed a team of software engineers before?

- 10 years ago, but not recently



STEP 12.

Use new AI tools

- Technical screening
- Sourcing
- Messaging
- Emailing
- Generative AI
- Images, graphics



STEP 13.

Increase your productivity

- Typing speed
- Keyboard shortcuts
- Time management



The potential in IT is HUGE

- The IT job market in 2024 is booming with a strong demand for professionals with expertise in several areas. Here are some of the hottest roles:
 - Cloud Specialists
 - Cybersecurity Experts
 - AI and Machine Learning Specialists
 - Data Engineers

We can plug you into our partner agencies where you can do BizDev and **start earning money:**

Position	Annual Salary (EU based candidates)	Recruiter's Commission From Direct Clients		Recruiter's Commission Through a Recruitment Network	
		High-end 25% Exclusive contracts	Low-end 15% Mainstream	High-end 40% Global Talents Hub	Low-end 10%
Test Automation Engineer	\$50,000.00	\$12,500.00	\$7,500.00	\$3,000.00	\$750.00
Fullstack JavaScript Engineer	\$60,000.00	\$15,000.00	\$9,000.00	\$3,600.00	\$900.00
Java Backend Engineer	\$80,000.00	\$20,000.00	\$12,000.00	\$4,800.00	\$1,200.00
Frontend React Engineer	\$55,000.00	\$13,750.00	\$8,250.00	\$3,300.00	\$825.00
CTO	\$120,000.00	\$30,000.00	\$18,000.00	\$7,200.00	\$1,800.00
Cloud Data Engineer	\$50,000.00	\$12,500.00	\$7,500.00	\$3,000.00	\$750.00
IT Business Analyst	\$40,000.00	\$10,000.00	\$6,000.00	\$2,400.00	\$600.00

The potential in IT is HUGE

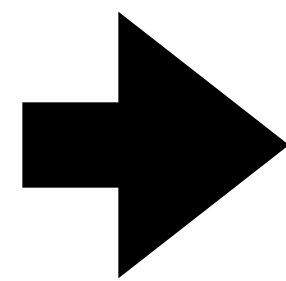
- The IT job market in 2024 is booming with a strong demand for professionals with expertise in several areas. Here are some of the hottest roles:

- Cloud Specialists

- Cybersecurity Experts

- AI and Machine Learning Specialists

- Data Engineers



Pipeline Jack
DevOps & Cloud Talent



New Special Offer

We'll help you get a candidate hired and earn commissions in only 3 months.

Join our new program and we **GUARANTEE** that you'll get a new candidate hired through a commission-only network or your direct client.

[I Want To Start](#)

Our Special Offer



Join the new **Freelance Tech Recruiter Partner Program** and we'll work with you to help you get the first (or next) IT candidate hired with \$10k+ commission:

1. You'll get your **personal Roadmap** with clear action items.
2. You'll join **one of our partner agencies** to get up to speed quickly.
3. You'll get access to our **premium eLearning platform** and curriculum.
4. You'll get **1-on-1 coaching** for 3 months to ensure you get a candidate hired.
5. You'll join our **recruiter roundtables** (group calls with colleagues).
6. You'll get access to tools, **software licenses**, and best-practices.

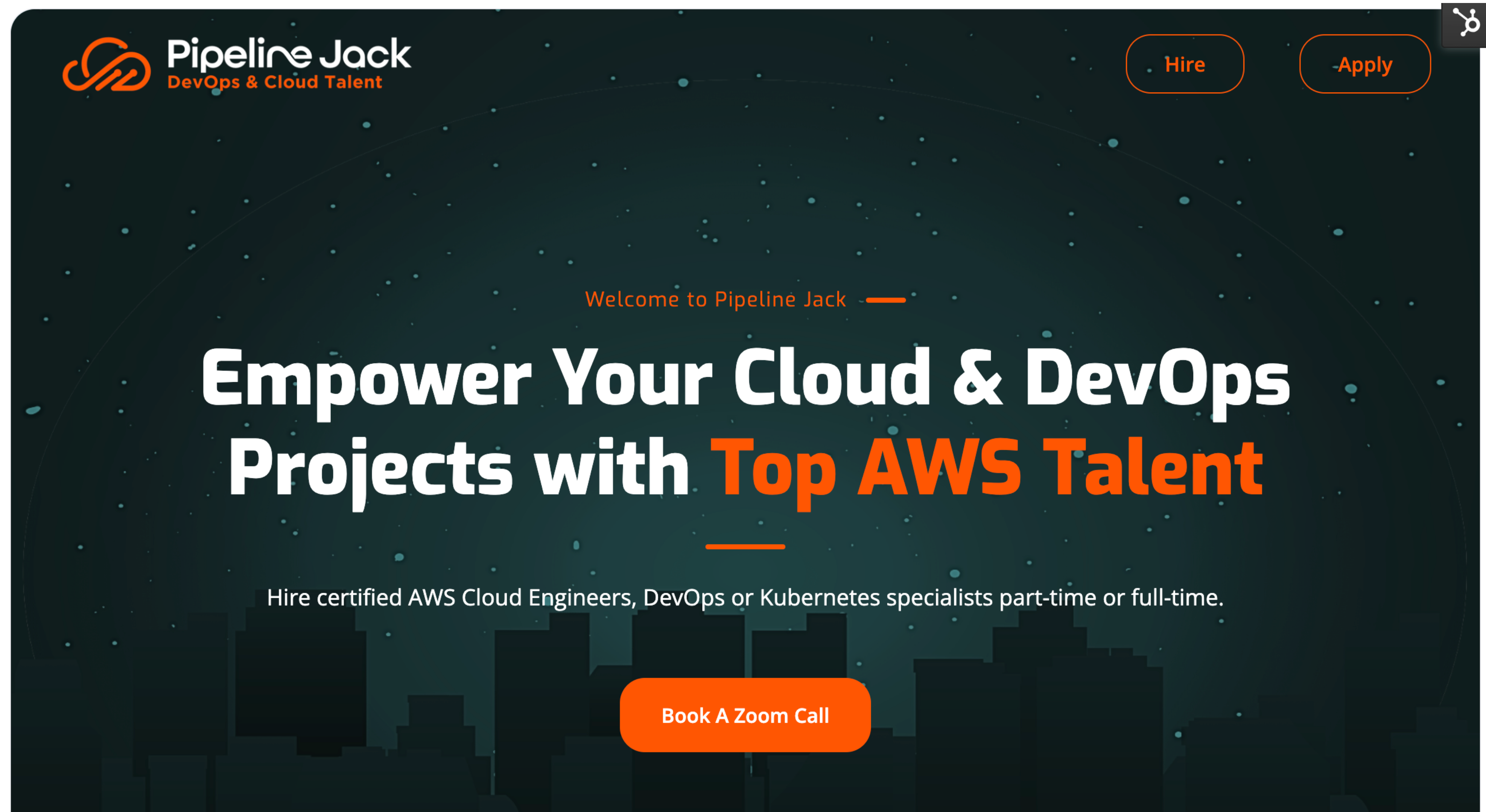
Pillar #1: Your Personal Roadmap

- This includes an audit of your current recruitment experience, strategies, and challenges.
- The Roadmap will guide you step by step:
 1. What you need to learn to fill knowledge gaps
 2. What local community events to join
 3. Who to connect with for bizdev
 4. How to introduce yourself to clients and candidates

A	B	C
Your Road Map		
Full-Cycle Tech Recruitm		
To get the most out of your journey with us, we've identified 16 challenges you need to complete.		
Achieving each challenge paves the way for you to become a confident full-cycle recruiter and submit qualified candidates to international clients.		
Check which skills you'll acquire in the "Skills" sheet in this document.		
You'll find individual mind maps in the sheet "Mind Maps" in this document.		
Entrance Assessment		
Assessment	<input type="checkbox"/>	OPTIONAL - Complete a 30 minute entrance assessment
Survey	<input type="checkbox"/>	OPTIONAL - Answer 4 questions in this form - It's about
MODULE 1 - IT Roles & Essential Vocabulary		
Self-Study	<input type="checkbox"/>	Module Essential IT Terminology
Challenge	<input type="checkbox"/>	Complete this worksheet to apply new skills in practice
Live session	<input type="checkbox"/>	Join the Live session as scheduled
MODULE 2 - Analyzing IT Job Requirements		
Self-Study	<input type="checkbox"/>	Module Analyzing IT Job Requirements
Challenge	<input type="checkbox"/>	Complete this worksheet to apply new skills in practice
Live session	<input type="checkbox"/>	Join the Live session as scheduled

Pillar #2: Join Our Partner Agencies

- Use an existing brand to get new clients and keep 85%+ of the commissions.



Pillar #3: Core Tech Recruiter Curriculum

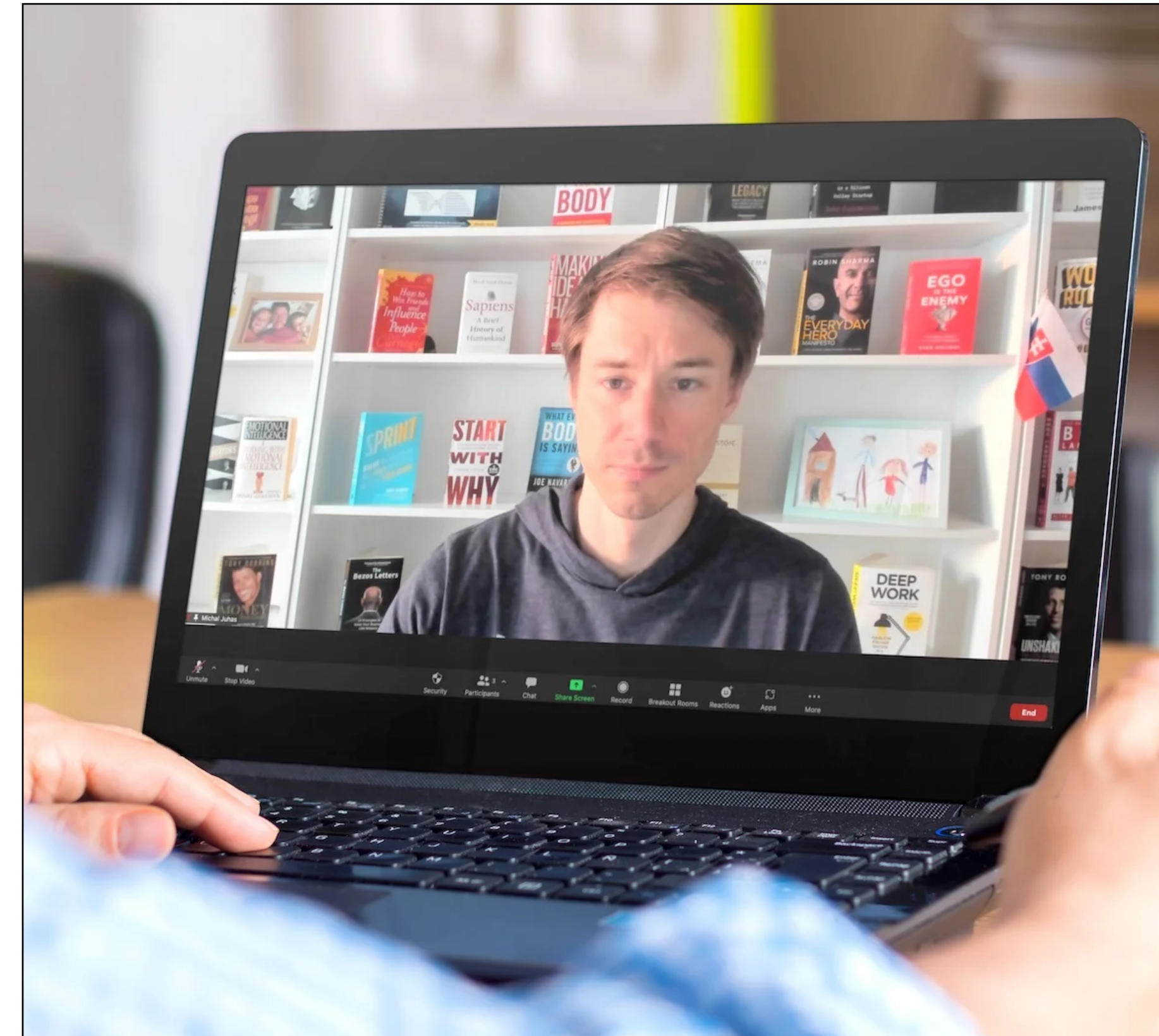
- This includes a library of our proprietary video curriculum featuring expert insights and strategies + our complete Tech Recruiter Certification Course.
- This means we'll teach you the ins and outs of the IT recruiting process:
 - a) IT client acquisition
 - b) IT terminology
 - c) IT talent sourcing & screening
 - d) Working with hiring managers

The screenshot shows a course player interface. On the left, a sidebar lists course items: 'SDLC - How is software developed and maintained - Slides', 'SDLC - How is software developed and maintained - Video (27:28)' (highlighted), and 'SDLC - How is software developed and maintained - Quiz'. Below this is a 'Common IT Roles' section with options for 'Download PDF Mind Map', 'Common IT Roles - Video (37:50)', 'Common IT Roles - Quiz (Draft)', and 'What I've Learned'. The main content area displays a video player with a mind map titled 'Software Development Lifecycle'. The mind map branches into 'Traditional Waterfall' and 'Modern Agile'. 'Traditional Waterfall' includes phases like 'Requirements', 'Design', 'Development', 'Testing', and 'Maintenance'. 'Modern Agile' includes 'Lean', 'Agility', 'Values', and 'Principles'. A 'Complete and Continue' button is visible at the bottom right.

The screenshot shows a course player interface. The sidebar lists 'Programming languages vs. Software Frameworks - Slides', 'Programming languages vs. Software Frameworks - Video (23:26)' (highlighted), and 'Programming languages vs. Software Frameworks - Quiz'. Below this is a 'Review #1' section with 'Workshop - Group Session Replay (Screen Share) (65:58)'. The 'Job Titles - Software Engineers' section includes 'Download PDF Slides' and 'Job Titles - Software Engineers - Video (59:05)'. The main content area displays a video player with a mind map titled 'Programming languages vs. Software Frameworks'. The mind map lists various programming languages and frameworks: Ruby (Sinatra, Hanami, Cuba), PHP (Lumen, Symfony, Zend, Nette, CakePHP), Python (Flask, Django, Web2py), JavaScript (React, Angular, Node.js, Vue.js, Svelte), Java (Spring, Hibernate, JSP, JSF, JEE, Play, Grails), Kotlin (Ktor, Vert.x), Go (Gin, Beego, Martini, Gorilla), C++ (Unreal Engine, Or, Ultimate++), Swift (Perfect, Vapor), Objective-C, HTML, and R (Shiny). A 'Complete and Continue' button is visible at the bottom right.

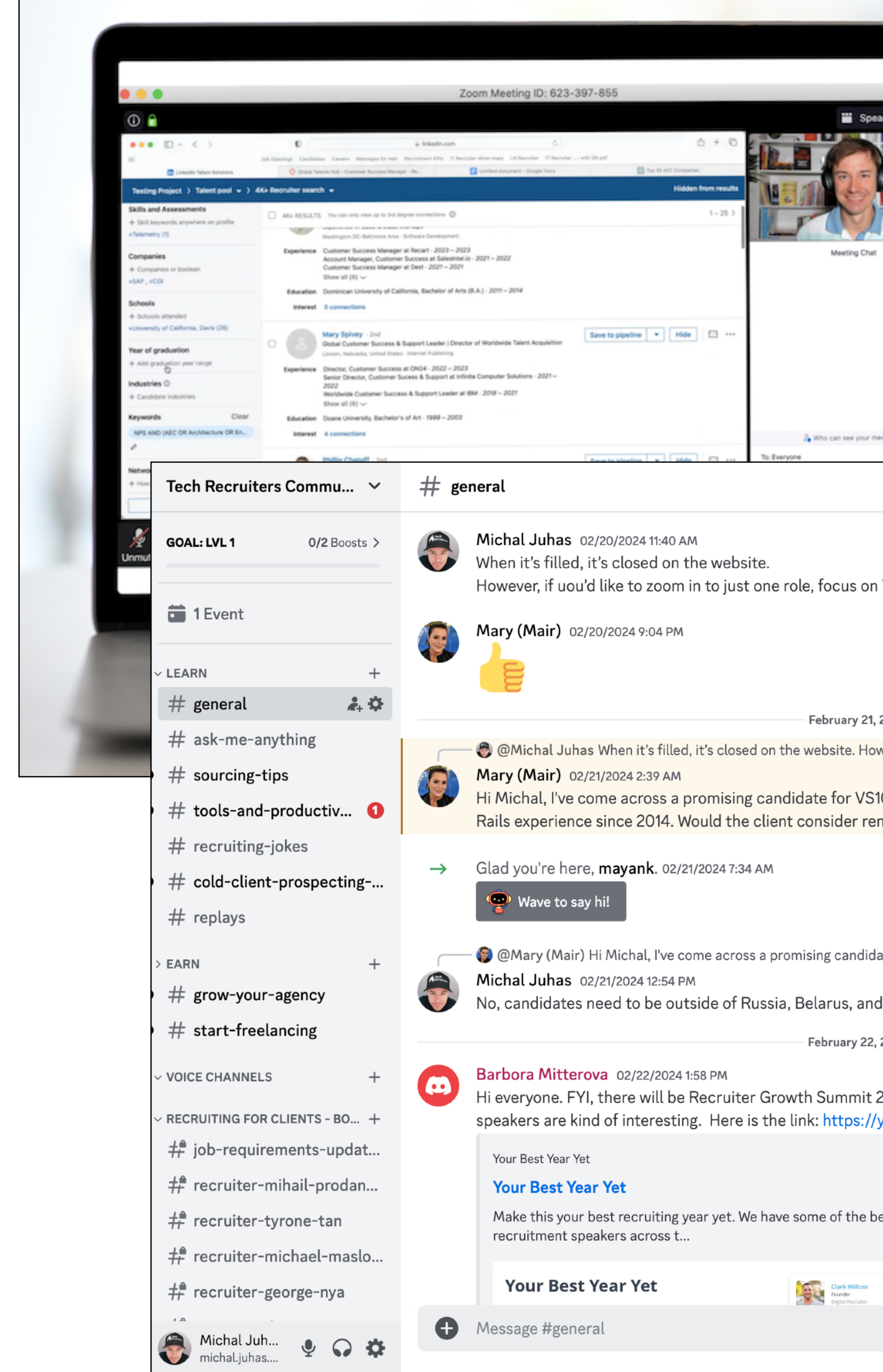
Pillar #4: Expert 1-on-1 Coaching

- This includes personalized guidance from a seasoned tech recruitment expert Michal Juhas who understands the challenges you face transitioning into IT recruitment.
- This means you'll receive 1:1 coaching tailored to your specific needs, empowering you to confidently work with hiring managers, screen IT candidates, and achieve your first successful placement.



Pillar #5: Recruiter Roundtables

- This includes group coaching calls to keep you accountable, get detailed feedback, and obtain motivation to keep moving forward.
- This means every week you're able to get on calls with our team and other freelancers learning with you, learn from them and their questions, and ask your specific questions so you never become stuck.



Pillar #6: Tools & Software Licenses

- This includes WhatsApp access between calls where you can ask any question that comes to mind and solve any challenge that you have.
- This means you will have access to our colleagues and other freelance tech recruiters walking alongside you so you never have a chance to feel alone.

Start earning \$10-30k in commissions for each hired candidate with new direct clients

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Pros & Cons	Pros & Cons
<ul style="list-style-type: none"> - Hard to get these clients - Lots of account management - Higher placement bonus - Commitment to fulfill a role 	<ul style="list-style-type: none"> - No account management - No need to chase new clients - Lower placement bonus - No commitment to fulfill a role

How it works

- Let us know you are interested by applying online, just fill in a form:
 - <https://techrecruitmentacademy.com/join-the-academy>
- This program costs **\$10k** but you can **only pay 30% setup fee** to cover your new tools, software licenses, and 1-on-1 coaching.
- The remaining **70% will be paid later** from the commissions you'll earn with our help through our partner organizations.

Join This Group Training Today - Activate Your Membership

Join today: <https://techrecruitmentacademy.com/join-the-academy>



Recommendation





Rob Lockard
1 review US

 Invited Oct 8, 2021

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.

Recommendation



Petyo Petkov

1 review  BG



Feb 20, 2022

You better join the Tech Recruitment Academy

Many thanks to Michal and all of the people who are behind the Tech Recruitment Academy. It's such an amazing experience the fact you have the chance to get to people who have gained deep knowledge and skills and they're open to give it to the ones who want to improve themselves. The academy was totally useful, challenging and funny. I'll definitely recommend the training to the ones who's looking forward to upgrade their knowledge and skills

Recommendation



Mateusz Filipiak

1 review  PL



Oct 28, 2022

The knowledge that will not fly away!

Before I found Michal's videos on YouTube Tech Recruitment was a complete mystery for me. But after watching a couple of videos I knew that I have to sign up for the Program! Live sessions were great, but the number of materials you receive while signing up is just ENOURMOUS. Knowledge has tendency to fly away while not used - this is not the case in this situation! Perfectly prepared materials will allow me to come back to all the details even years after the training. Thank you, Michal!

Date of experience: October 28, 2022

Recommendation



Steven Williams

2 reviews  US



Oct 28, 2022

It's great if you're a green recruiter...

It's great if you're a green recruiter just learning the Technology stack. If you have a couple years of experience and work in the United States, you can see other ways job post are written, but from a more worldly point of view. You will be more interested in the Boolean searches and the Tech languages and Frameworks.

Date of experience: October 28, 2022

Recommendation



Mick Wognum

1 review  NL



Apr 5, 2023

Followed hia 8 weeks program

I was struggling with finding the most efficient way to source candidates. Michal helped with finding multiple ways to source candidates very efficient. Michal has a technical background and later he became a recruiter, which made him understand both the technical as the recruitment side.

I will use his tech mind-maps and his way of sourcing!

Date of experience: April 05, 2023

Recommendation



Nalini Sagar

2 reviews IN



Jul 20, 2022

Outstanding program

Outstanding program, I learnt a lot of new techniques and using every day, like sending attractive job descriptions, im maintaining checklist, Im able to search keywords using boolean search, I started talking to candidates for 25 mins, 5 mins to make report, My senior manager was impressed, It really worked out well. Thanks a lot, Thank God

God bless you and your team, May you achieve more in your life.

Date of experience: July 20, 2022

Recommendation



Aya Omara

1 review

📍 EG



Oct 7, 2023

it was really great experience

it was really great experience, I have learnt alot about technical roles, sourcing strategies, how to attract candidates for a the position through a creative job posting.

Date of experience: October 07, 2023

Recommendation



Ivana Vacková

1 review  CZ



Oct 28, 2023

Very professional and interesting course with Michal Juhas

Very professional nice talking Michal Juhas explained everything that is needed for best recruitment processes. Mind maps really helps to connect everything.

Date of experience: October 27, 2023

See more on the website!

<https://techrecruitmentacademy.com/testimonials>

Jessica, USA:

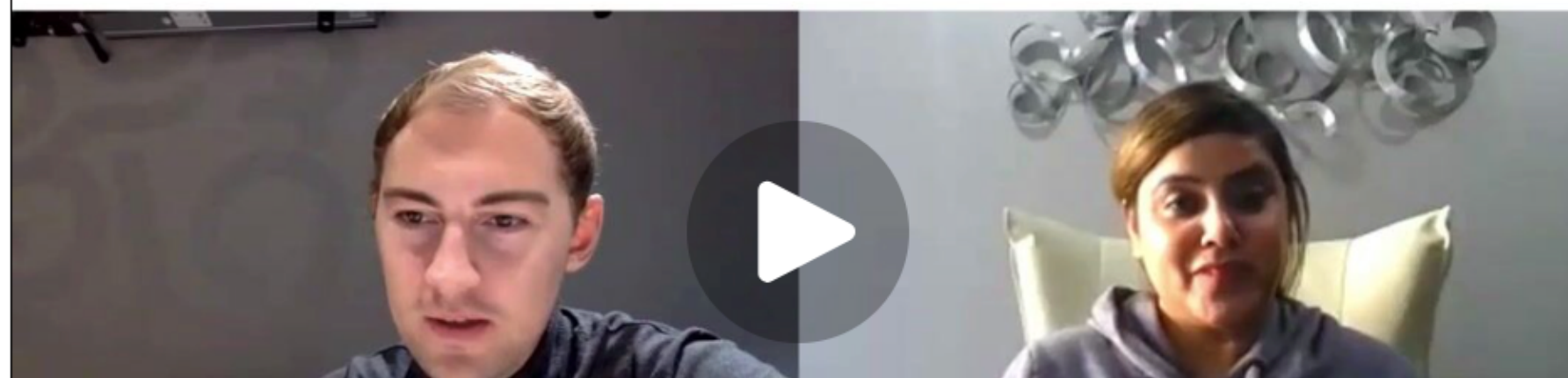
How Jessica Used The Mind Maps At IBM



Jessica Izaguirre, ex-IBM



Rashveen, USA:



Rati Baijal

Sun, Aug 6, 5:44 PM (19 hours ago)



to me ▾

Hello Vlad,

Thanks for reconnecting with me. The training was extremely good. I am currently working in the People Operations department with a software company, Gorin Systems. I handle the recruitment, hiring and other HR activities. I will definitely absolutely recommend this training to anyone wanting to get into Software Recruiting. I have posted the recommendation on my LinkedIn and sent my feedback for the website too.

Please convey my thanks and wishes to Michal!

Best,
Rati U



Stephanie H

Sat, Aug 5, 8:50 PM (2 days ago)



to me ▾

Hi Vladyslav,

Thank you for your email! I've been meaning to reach out to you and Michael. I'm a former educator that crossed into technical recruiting and found your course tremendously helpful. As a former military veteran, I was extremely lucky to be offered the opportunity to go into technical recruiting with Amazon Web Services and recognized how incredible of an opportunity it was. I did not want to blow this and searched for weeks to find a technical recruiting course that could teach me the basics needed to be successful. I cannot thank you enough for what you do for individuals that want to cross into technical recruiting. Your course was incredibly valuable and assisted with launching a new high paying career path for me. If you're ever up for a LinkedIn video, I would love to host you on my page to promote your program. I'd love to let my network know that there are amazing programs out there to give you a great foundation to launch from.

Join This Group Training Today - Activate Your Membership

Join today: <https://techrecruitmentacademy.com/join-the-academy>

