CS50 for MBAs

Recruiting Software Engineers

A Look Back

- Computational Thinking
- Programming Languages
- Algorithms, Data Structures
- Internet Technologies
- Web Design
- Cloud Computing
- Privacy, Security
- Database Design
- Web Programming
- Mobile Strategies

Recurring Themes

- Tradeoffs
- Abstraction

This Time

Recruiting Software Engineers

- Conceptual overview of technical roles in software development
- Best practices for finding and hiring great technical engineers

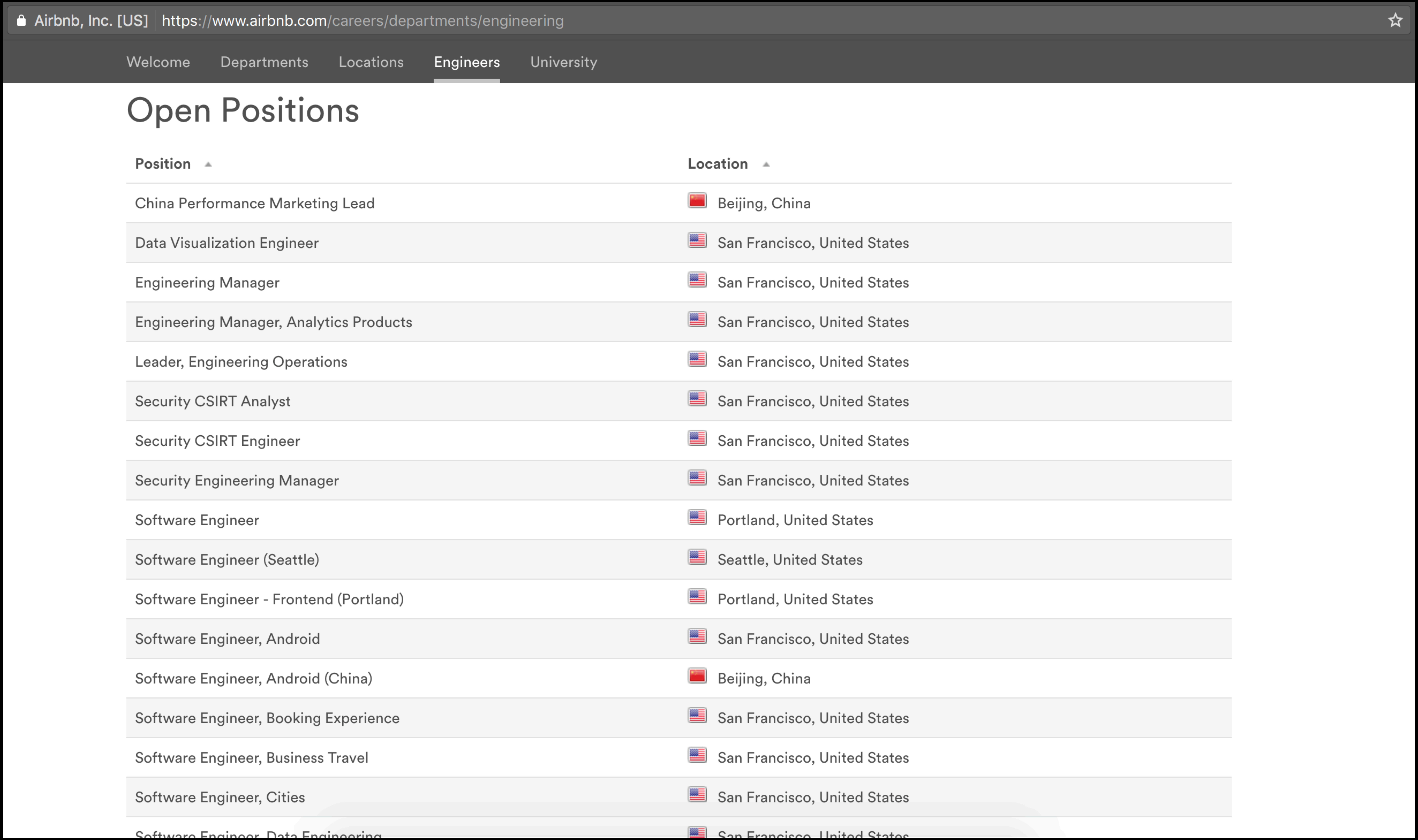
45%

“Time I spend recruiting”

–Dustin Moskovitz, Co-Founder of Asana & Co-Founder of Facebook

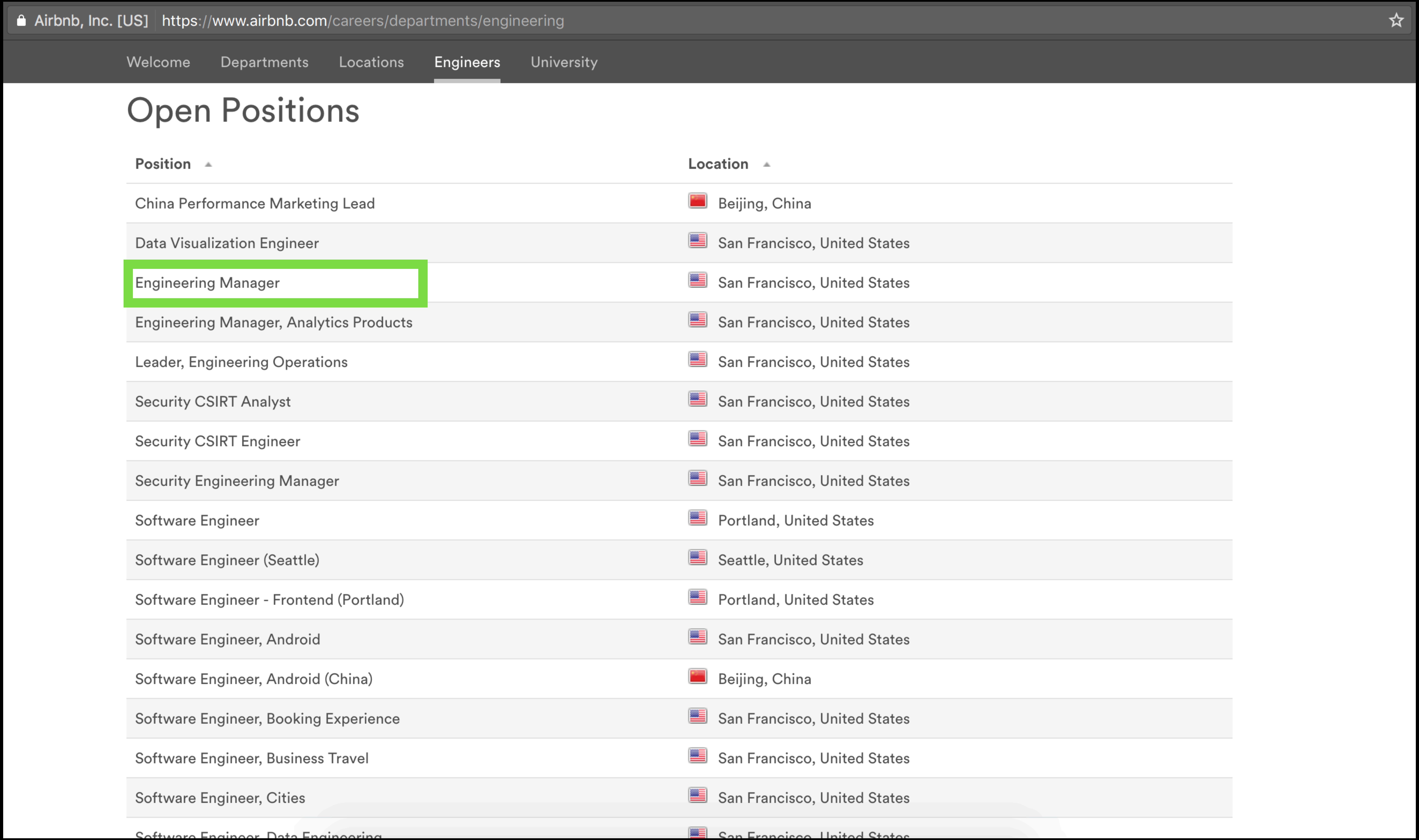
- The best way to get started is to focus on getting your first technical hire or co-founder

- Full-Stack Engineer
- Front-End Engineer
- Back-End Engineer
- iOS Engineer
- Android Engineer
- DevOps Engineer
- Database Administrator
- Cloud Computing Engineer
- QA Engineer
- Data Scientist
- Machine Learning Engineer
- UX Designer
- UI Designer
- VR Developer
- …


Airbnb, Inc. [US] https://www.airbnb.com/careers/departments/engineering
Welcome
Departments
Locations
Engineers
University

Open Positions

Position ▲	Location ▲
China Performance Marketing Lead	Beijing, China
Data Visualization Engineer	San Francisco, United States
Engineering Manager	San Francisco, United States
Engineering Manager, Analytics Products	San Francisco, United States
Leader, Engineering Operations	San Francisco, United States
Security CSIRT Analyst	San Francisco, United States
Security CSIRT Engineer	San Francisco, United States
Security Engineering Manager	San Francisco, United States
Software Engineer	Portland, United States
Software Engineer (Seattle)	Seattle, United States
Software Engineer - Frontend (Portland)	Portland, United States
Software Engineer, Android	San Francisco, United States
Software Engineer, Android (China)	Beijing, China
Software Engineer, Booking Experience	San Francisco, United States
Software Engineer, Business Travel	San Francisco, United States
Software Engineer, Cities	San Francisco, United States
Software Engineer, Data Engineering	San Francisco, United States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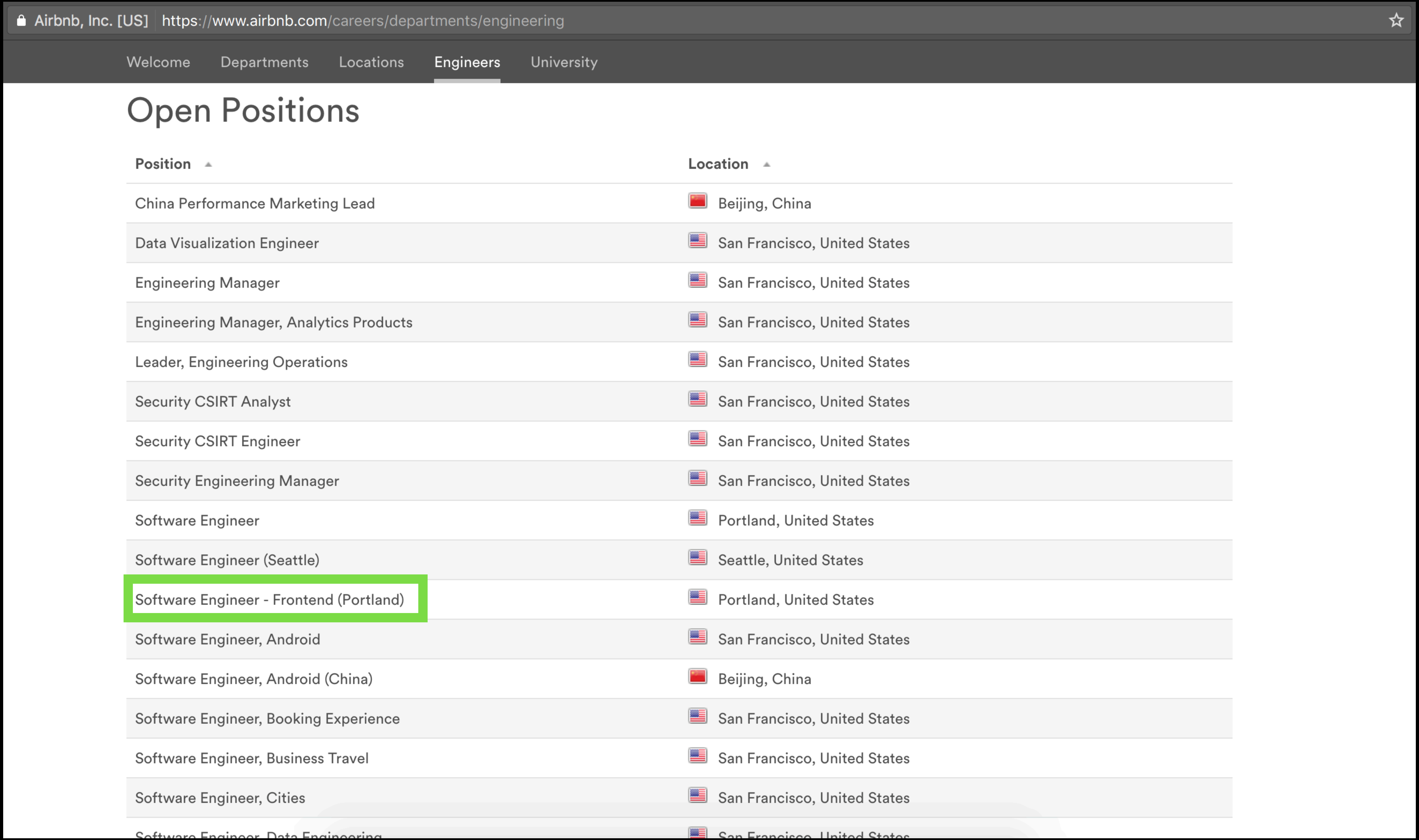
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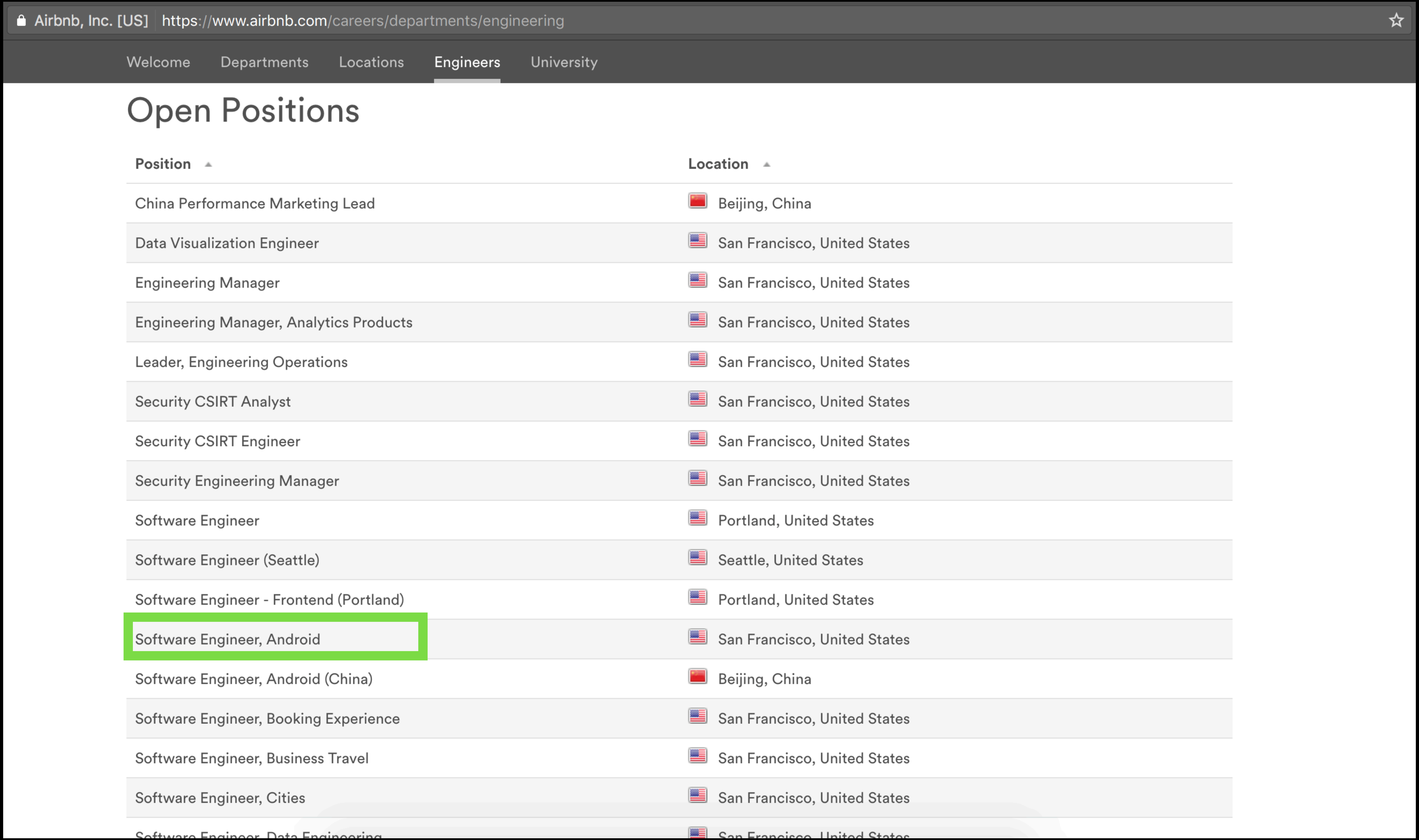
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Software Engineer, Data Engineering	🇺🇸 San Francisco, United States

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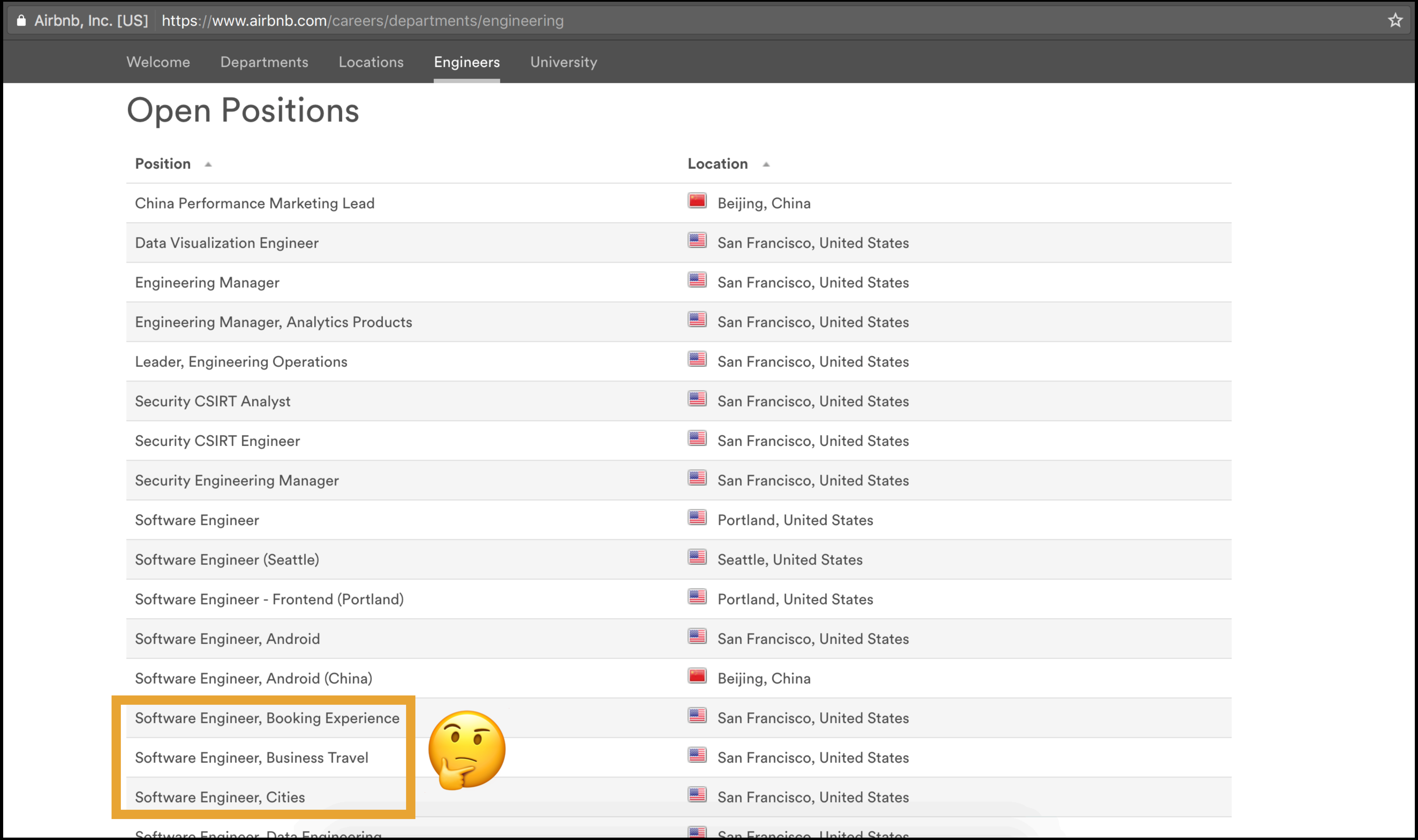
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Software Engineer, Business Travel	San Francisco, United States
Software Engineer, Cities	San Francisco, United States
Software Engineer, Data Engineering	San Francisco, United States

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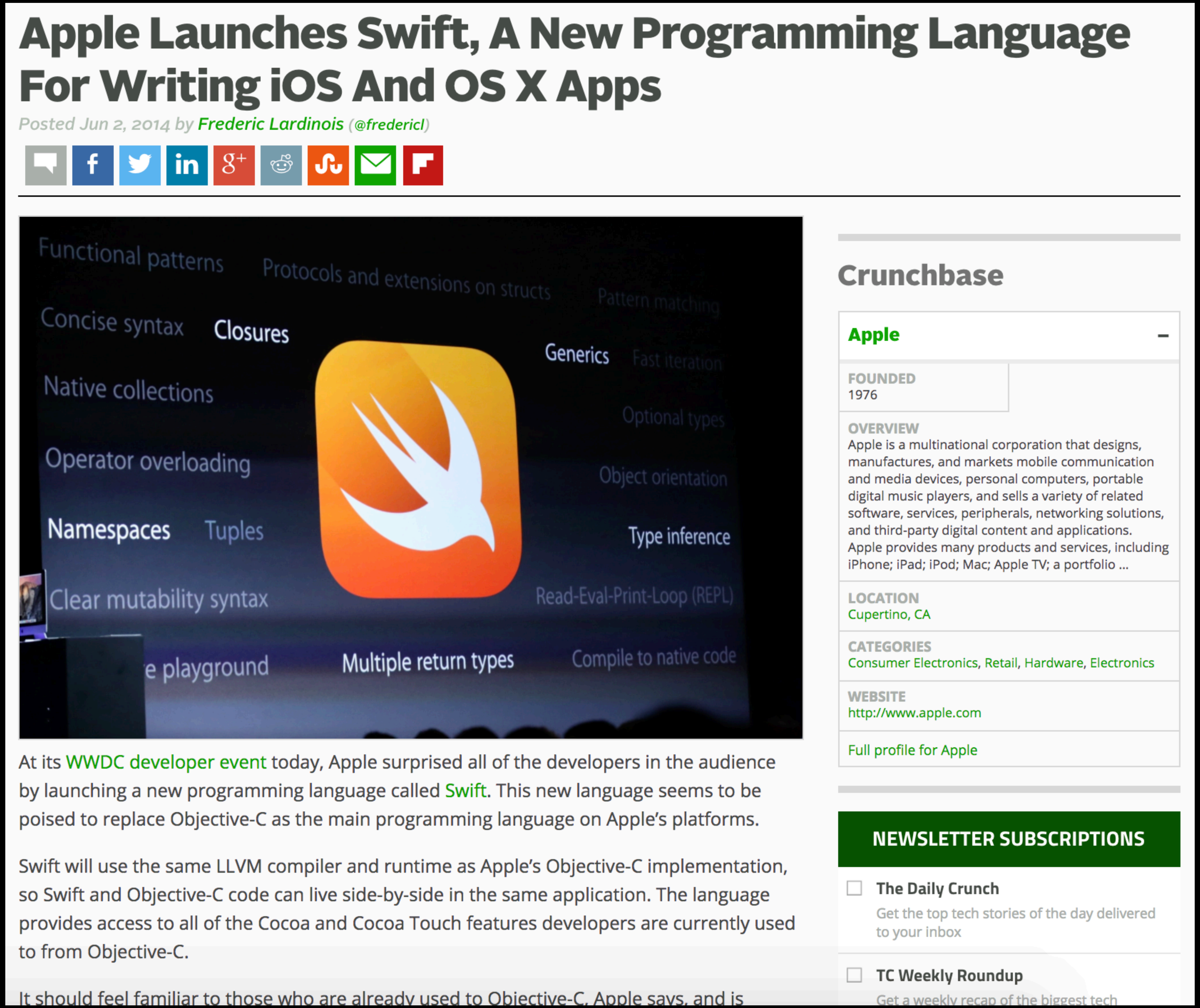
- Bash
- C
- C++
- C#
- Clojure
- Erlang
- F#
- Go
- Haskell
- Java
- JavaScript
- Objective-C
- OCaml
- PHP
- Python
- R
- Ruby
- Scala
- Scheme
- SQL
- Swift
- …

June 2, 2014



Apple Launches Swift, A New Programming Language For Writing iOS And OS X Apps

Posted Jun 2, 2014 by **Frederic Lardinois** (@fredericl)

Functional patterns
Protocols and extensions on structs
Pattern matching
Concise syntax
Closures
Generics
Fast iteration
Native collections
Optional types
Operator overloading
Object orientation
Namespaces
Tuples
Type inference
Clear mutability syntax
Read-Eval-Print-Loop (REPL)
e playground
Multiple return types
Compile to native code

At its WWDC developer event today, Apple surprised all of the developers in the audience by launching a new programming language called Swift. This new language seems to be poised to replace Objective-C as the main programming language on Apple's platforms.

Swift will use the same LLVM compiler and runtime as Apple's Objective-C implementation, so Swift and Objective-C code can live side-by-side in the same application. The language provides access to all of the Cocoa and Cocoa Touch features developers are currently used to from Objective-C.

It should feel familiar to those who are already used to Objective-C, Apple says, and is

Crunchbase

Apple –

FOUNDED
1976

OVERVIEW
Apple is a multinational corporation that designs, manufactures, and markets mobile communication and media devices, personal computers, portable digital music players, and sells a variety of related software, services, peripherals, networking solutions, and third-party digital content and applications. Apple provides many products and services, including iPhone; iPad; iPod; Mac; Apple TV; a portfolio ...

LOCATION
Cupertino, CA

CATEGORIES
Consumer Electronics, Retail, Hardware, Electronics

WEBSITE
http://www.apple.com

Full profile for Apple

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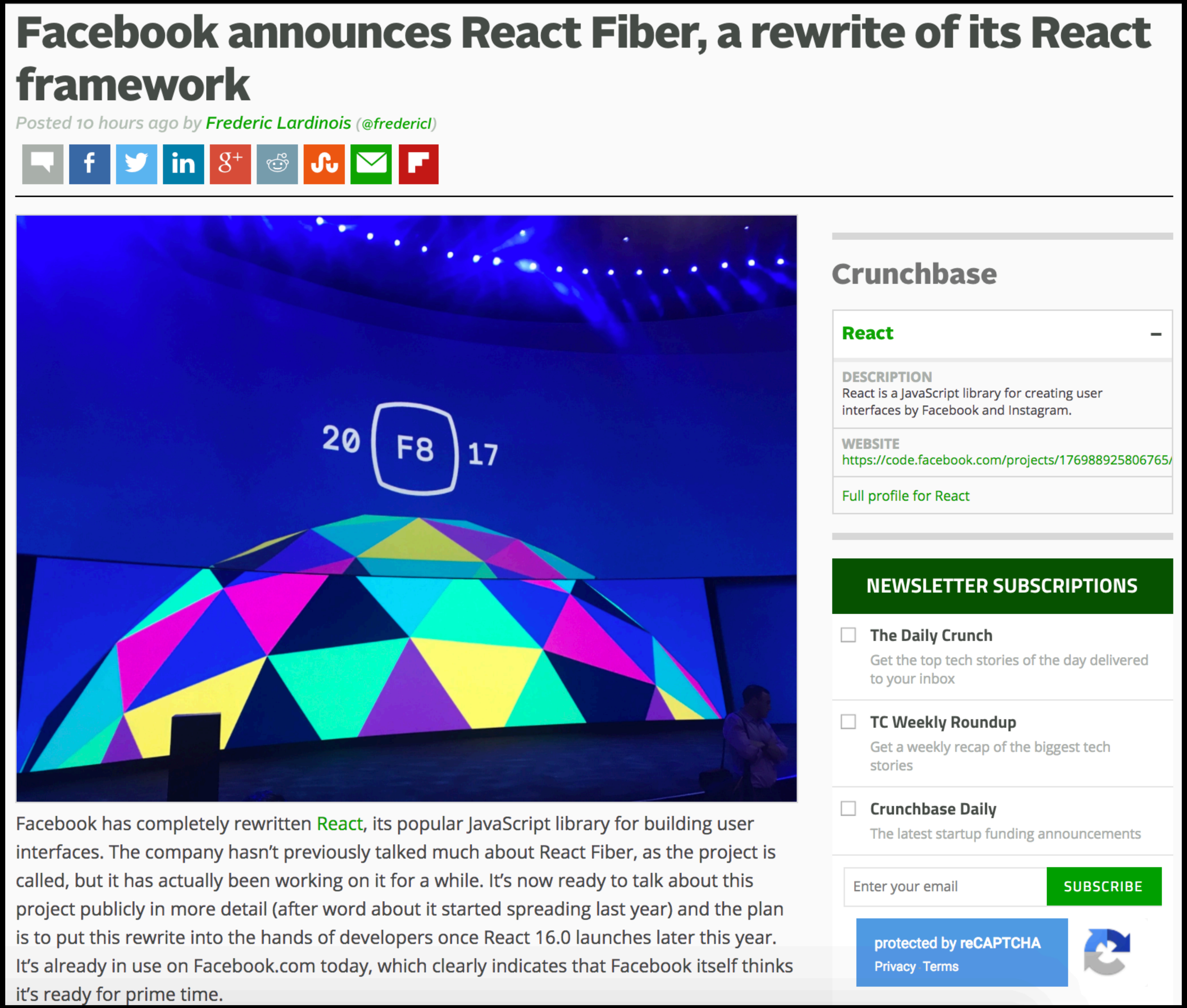
April 18, 2017



Facebook announces React Fiber, a rewrite of its React framework

Posted 10 hours ago by **Frederic Lardinois** (@fredericl)

Facebook has completely rewritten React, its popular JavaScript library for building user interfaces. The company hasn't previously talked much about React Fiber, as the project is called, but it has actually been working on it for a while. It's now ready to talk about this project publicly in more detail (after word about it started spreading last year) and the plan is to put this rewrite into the hands of developers once React 16.0 launches later this year. It's already in use on Facebook.com today, which clearly indicates that Facebook itself thinks it's ready for prime time.

Crunchbase

React –

DESCRIPTION
React is a JavaScript library for creating user interfaces by Facebook and Instagram.

WEBSITE
https://code.facebook.com/projects/176988925806765/

Full profile for React

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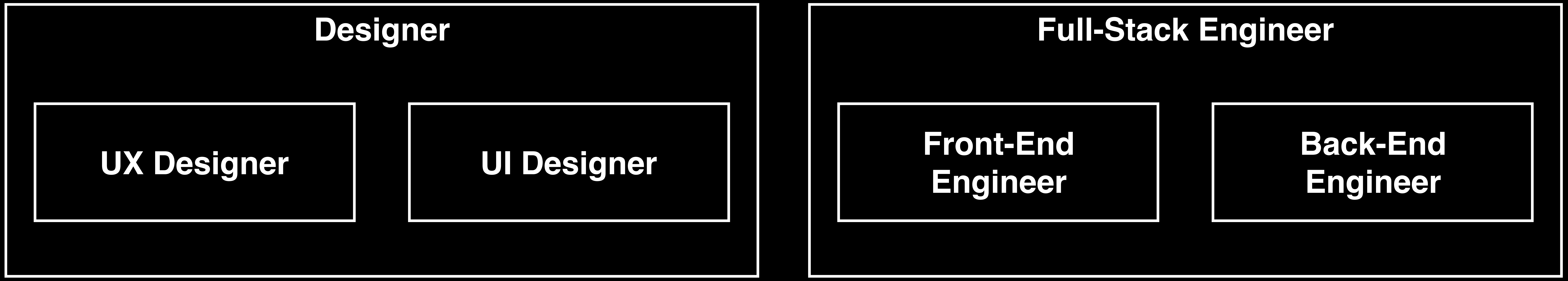
- ability to learn fast is critical
- strong generalist engineers
- culture fit just as important as current skills

Designer

Full-Stack Engineer

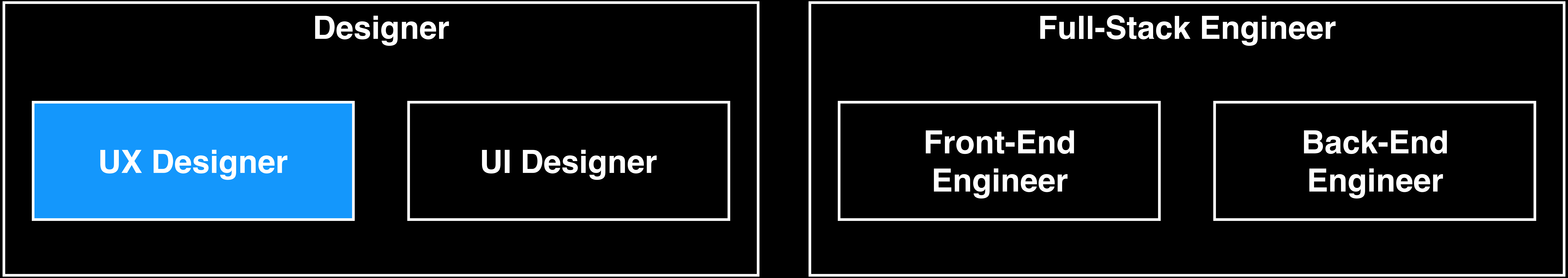


Designer

- UX Designer
- UI Designer

Full-Stack Engineer

- Front-End Engineer
- Back-End Engineer



Designer

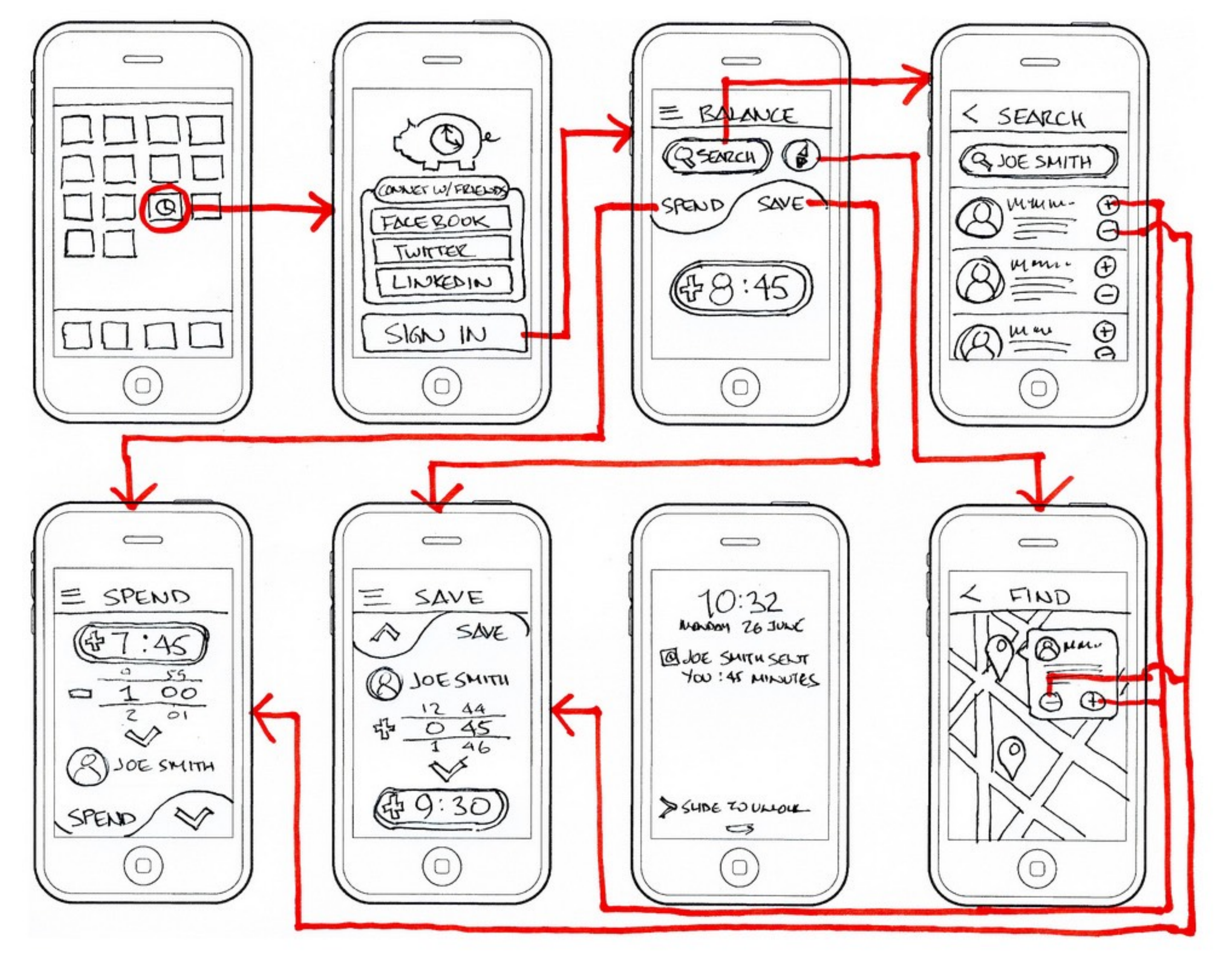
UX Designer

UI Designer

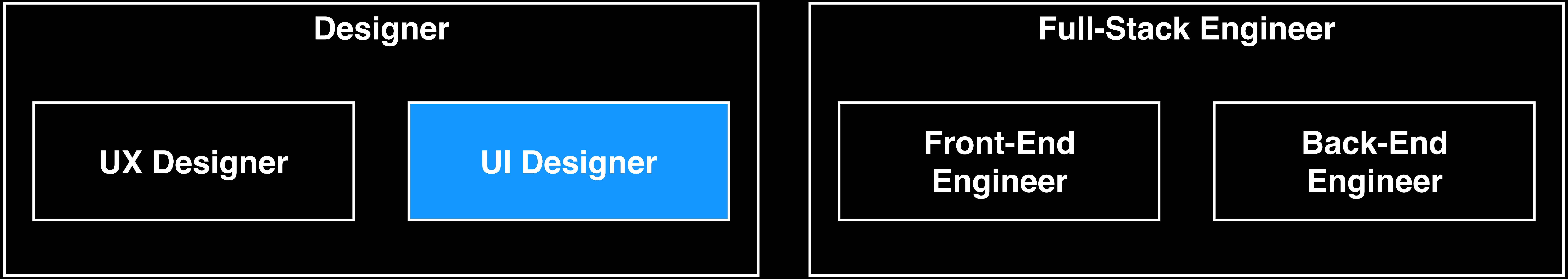
Full-Stack Engineer

Front-End Engineer

Back-End Engineer


CONNECT W/ FRIENDS
FACEBOOK
TWITTER
LINKEDIN
SIGN IN
BALANCE
SEARCH
SPEND
SAVE
+8:45
SEARCH
JOE SMITH
SPEND
+7:45
0 55
- 1 00
2 01
JOE SMITH
SPEND
SAVE
SAVE
JOE SMITH
12 44
+ 0 45
1 46
+9:30
10:32
MONDAY 26 JUNE
@JOE SMITH SENT YOU :45 MINUTES
SLIDE TO UNLOCK
FIND

appfutura.com



Designer

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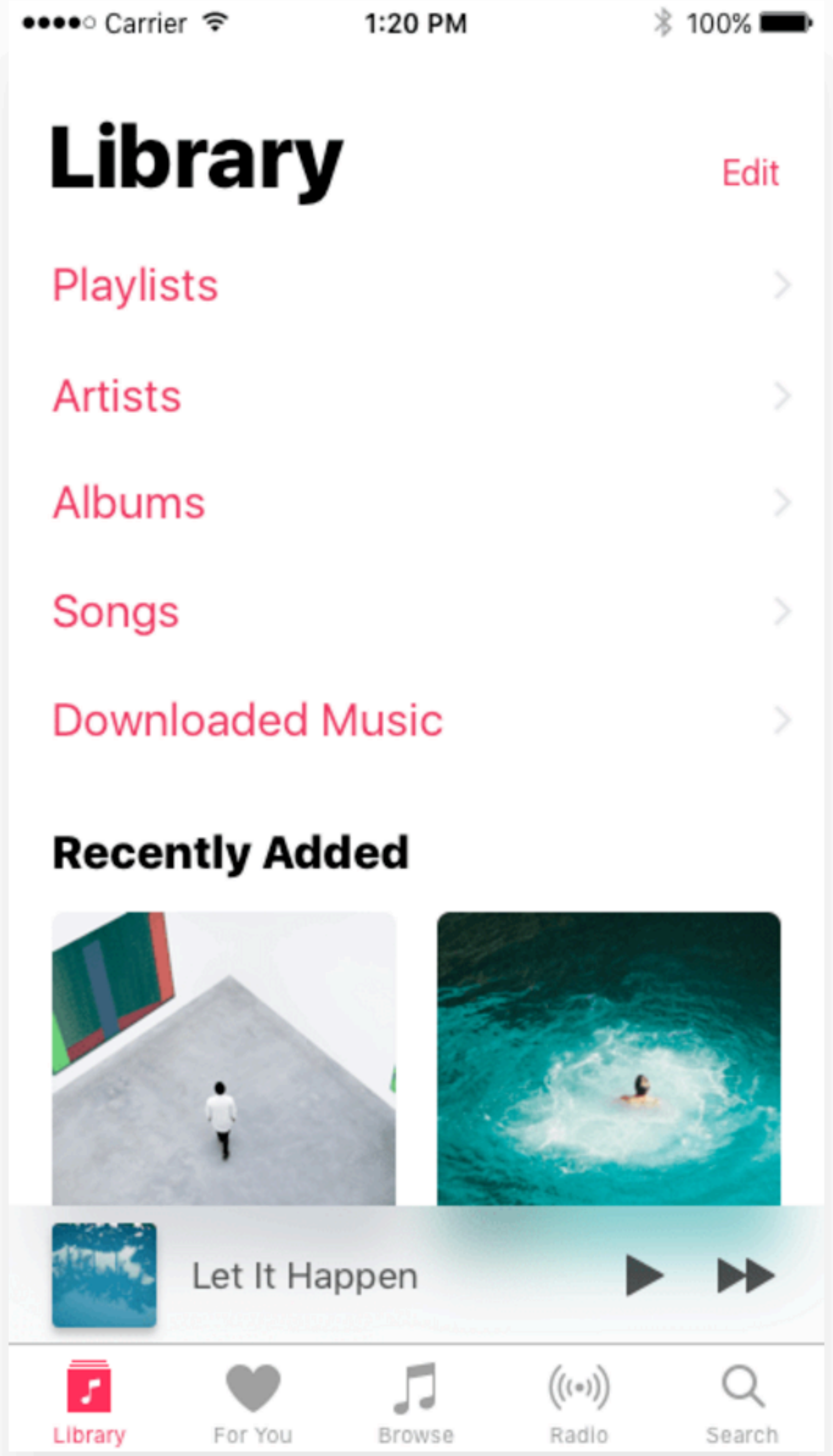
UI Designer

Full-Stack Engineer

Front-End Engineer

Back-End Engineer



●●●●○ Carrier
1:20 PM
100%
Edit
Library For You Browse Radio Search

Library

Playlists

Artists

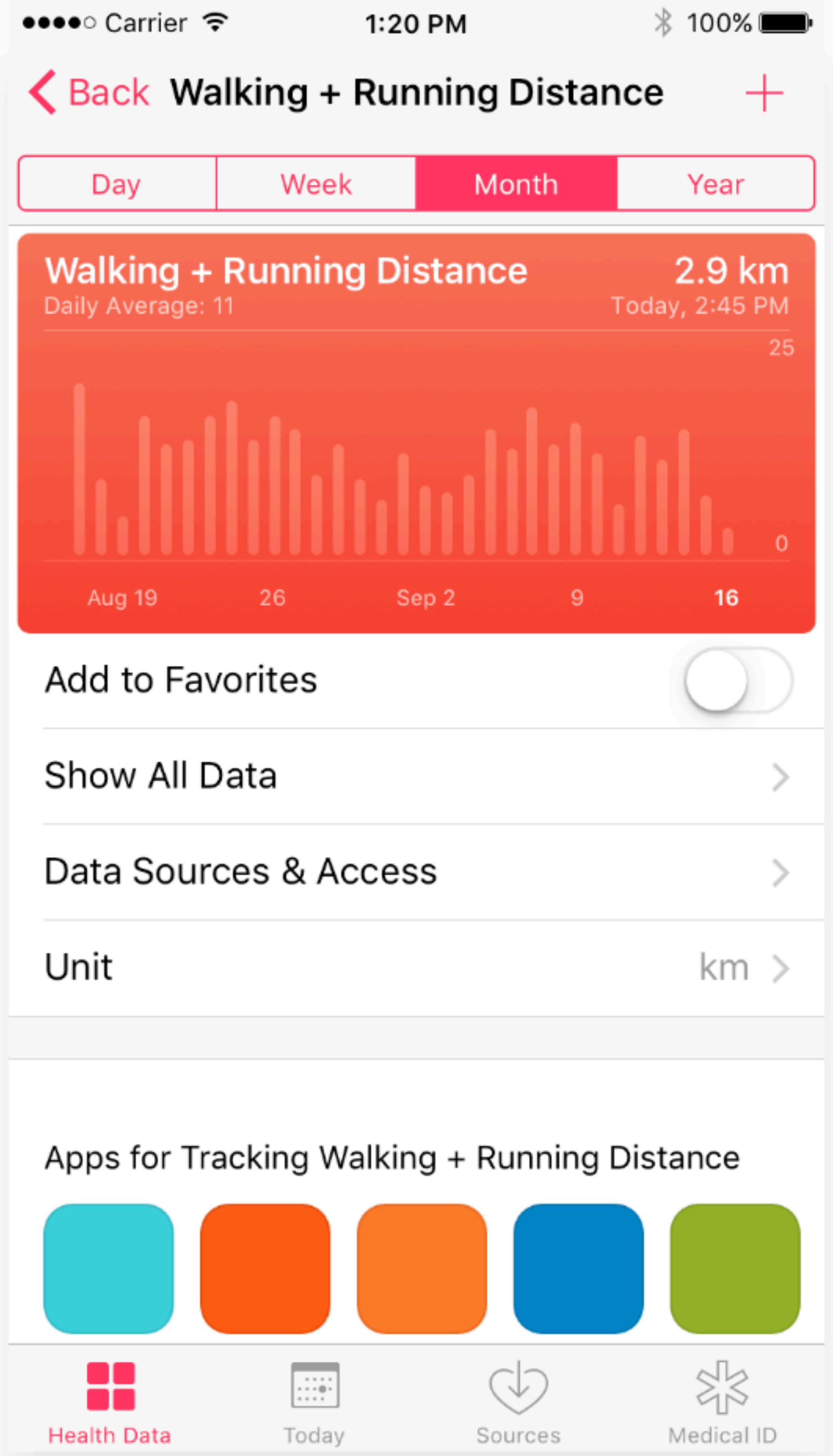
Albums

Songs

Downloaded Music

Recently Added

Let It Happen



●●●●○ Carrier
1:20 PM
100%
Back
Day
Week
Month
Year
25
0
Aug 19
26
Sep 2
9
16
Health Data
Today
Sources
Medical ID

Walking + Running Distance

Walking + Running Distance 2.9 km

Daily Average: 11 Today, 2:45 PM

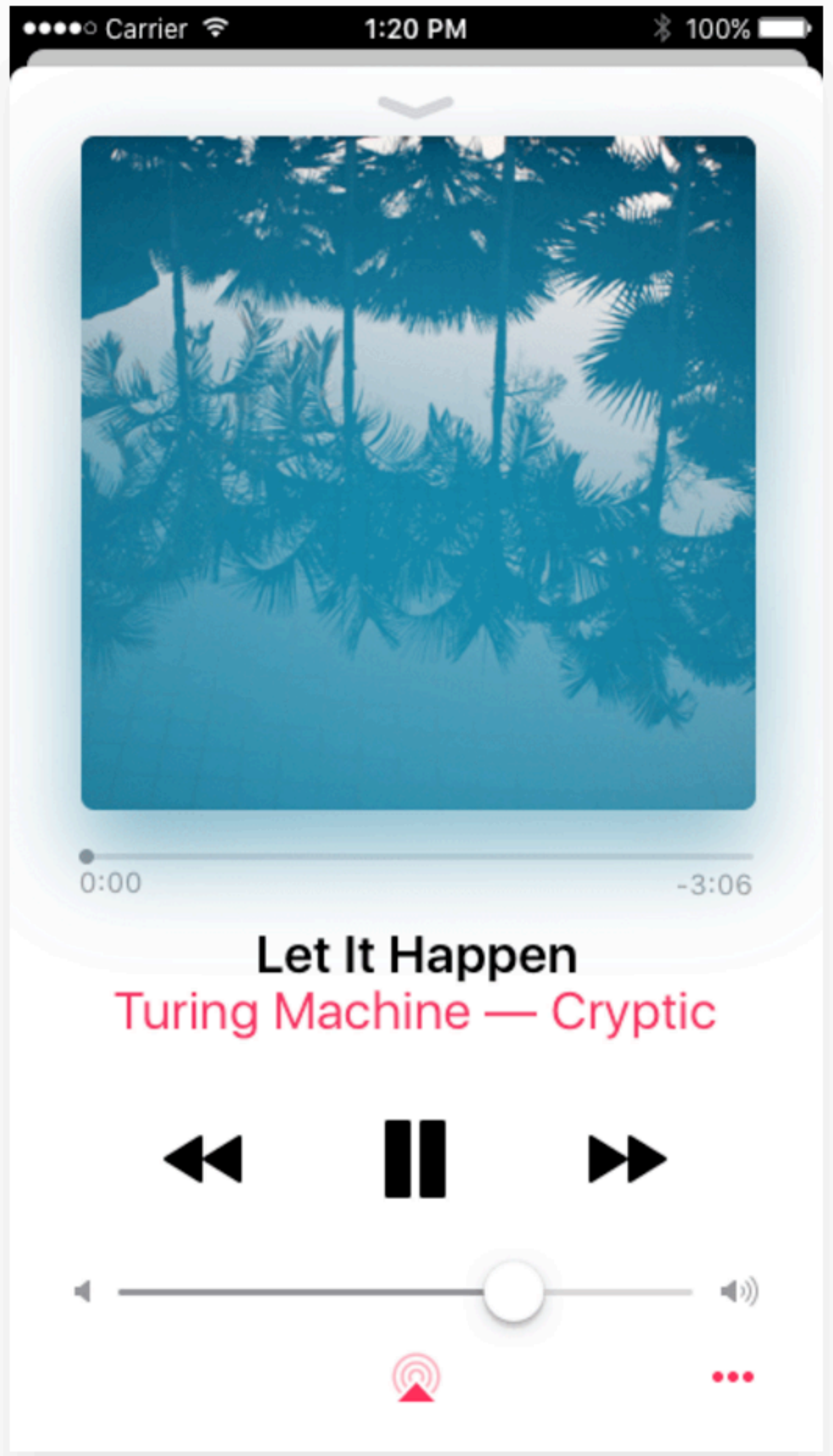
Add to Favorites

Show All Data

Data Sources & Access

Unit km

Apps for Tracking Walking + Running Distance



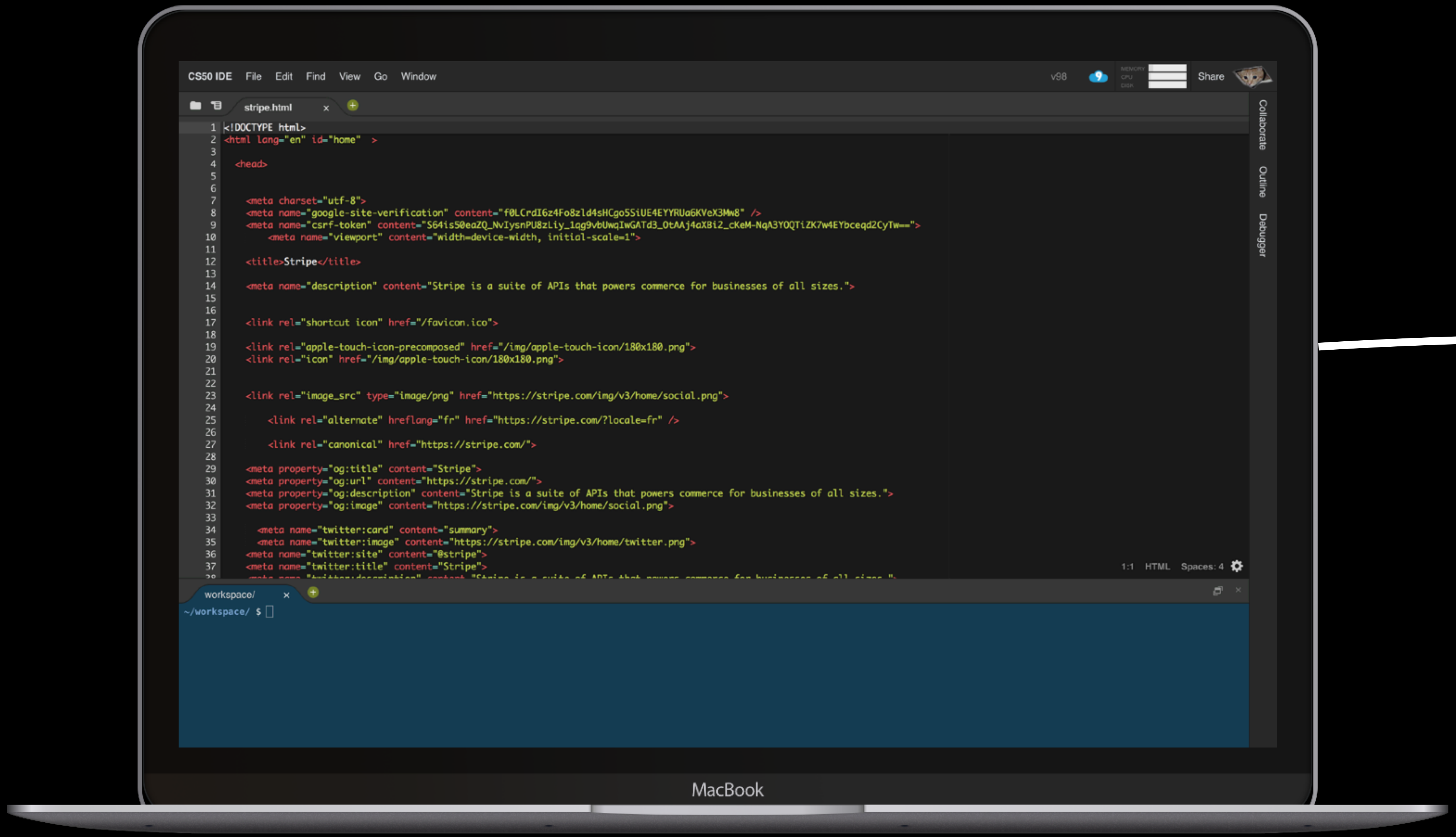
●●●●○ Carrier
1:20 PM
100%
0:00
-3:06

Let It Happen

Turing Machine — Cryptic

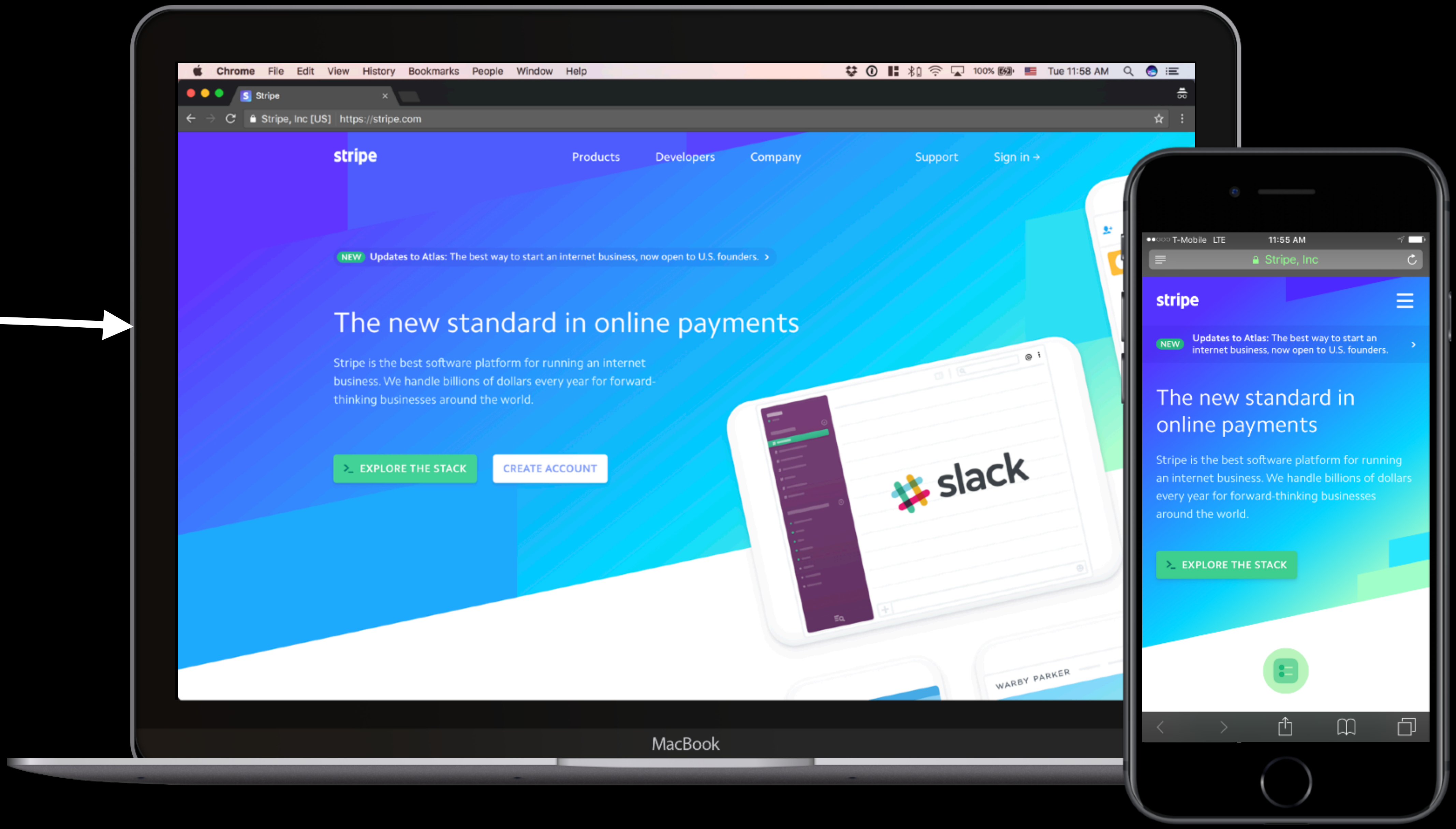
- Designer
  - UX Designer
  - UI Designer
- Full-Stack Engineer
  - **Front-End Engineer**
  - Back-End Engineer

- “Writes code that runs on the client.”
- HTML, CSS, JavaScript
- Can use frameworks like Bootstrap, Foundation


CS50 IDE
File
Edit
Find
View
Go
Window
Share
stripe.html
workspace/
1:1
HTML
Spaces: 4
MacBook

```
<!DOCTYPE html>
<html lang="en" id="home"  >

  <head>


    <meta charset="utf-8">
    <meta name="google-site-verification" content="f0LCrdI6z4Fo8zld4sHCgo5SiUE4EYYRUa6KVeX3Mw8" />
    <meta name="csrf-token" content="S64is50eaZQ_NvIysnPU8zLiy_1qg9vbUwqIwGATd3_OtAAj4aXBi2_cKeM-NqA3YOQTiZK7w4EYbceqd2CyTw==">
        <meta name="viewport" content="width=device-width, initial-scale=1">

    <title>Stripe</title>

    <meta name="description" content="Stripe is a suite of APIs that powers commerce for businesses of all sizes.">


    <link rel="shortcut icon" href="/favicon.ico">

    <link rel="apple-touch-icon-precomposed" href="/img/apple-touch-icon/180x180.png">
    <link rel="icon" href="/img/apple-touch-icon/180x180.png">


    <link rel="image_src" type="image/png" href="https://stripe.com/img/v3/home/social.png">

        <link rel="alternate" hreflang="fr" href="https://stripe.com/?locale=fr" />

        <link rel="canonical" href="https://stripe.com/">

    <meta property="og:title" content="Stripe">
    <meta property="og:url" content="https://stripe.com/">
    <meta property="og:description" content="Stripe is a suite of APIs that powers commerce for businesses of all sizes.">
    <meta property="og:image" content="https://stripe.com/img/v3/home/social.png">

      <meta name="twitter:card" content="summary">
      <meta name="twitter:image" content="https://stripe.com/img/v3/home/twitter.png">
    <meta name="twitter:site" content="@stripe">
    <meta name="twitter:title" content="Stripe">
```

```
~/workspace/ $ 
```


Chrome
File
Edit
View
History
Bookmarks
People
Window
Help
100%
Tue 11:58 AM
Stripe
Stripe, Inc [US]
https://stripe.com
stripe
Products
Developers
Company
Support
Sign in →
NEW
EXPLORE THE STACK
CREATE ACCOUNT
slack
WARBY PARKER
MacBook
T-Mobile LTE
11:55 AM
Stripe, Inc
stripe
NEW
EXPLORE THE STACK

Updates to Atlas: The best way to start an internet business, now open to U.S. founders. >

The new standard in online payments

Stripe is the best software platform for running an internet business. We handle billions of dollars every year for forward-thinking businesses around the world.

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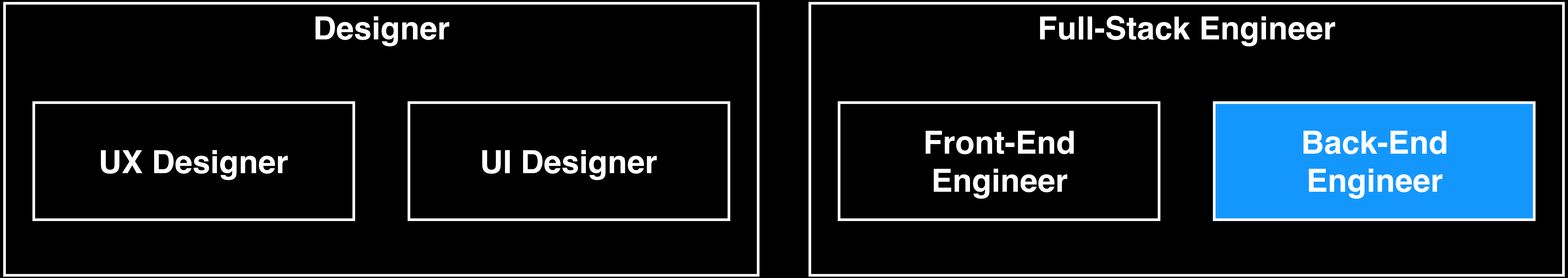


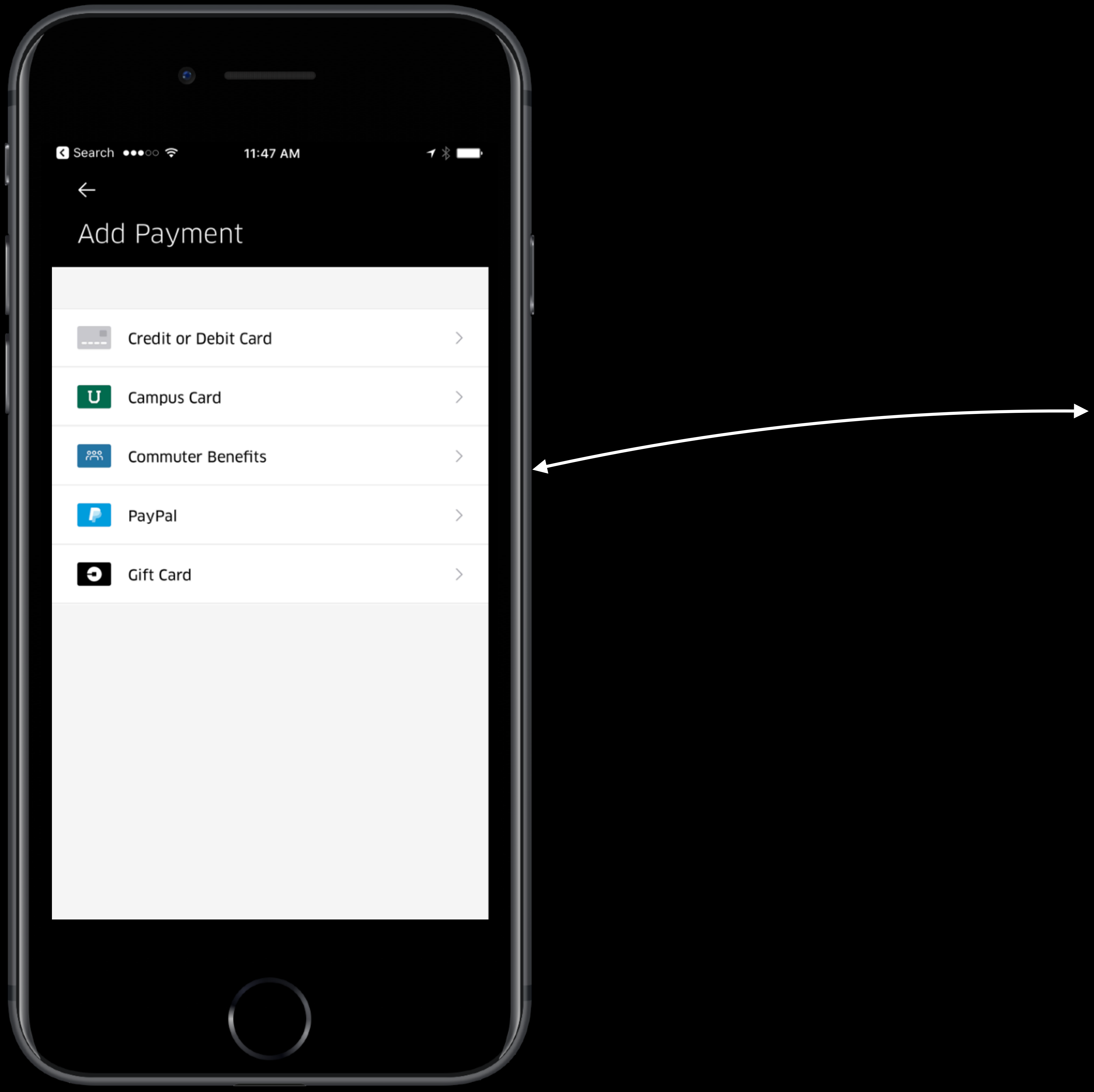
Designer

- UX Designer
- UI Designer

Full-Stack Engineer

- Front-End Engineer
- Back-End Engineer

- “Writes code that runs on the server.”
- Python, Ruby, JavaScript (+Node js), Java, PHP, SQL
- Django, Ruby on Rails
- APIs
- Databases
- Servers


Search 11:47 AM

Add Payment

Credit or Debit Card

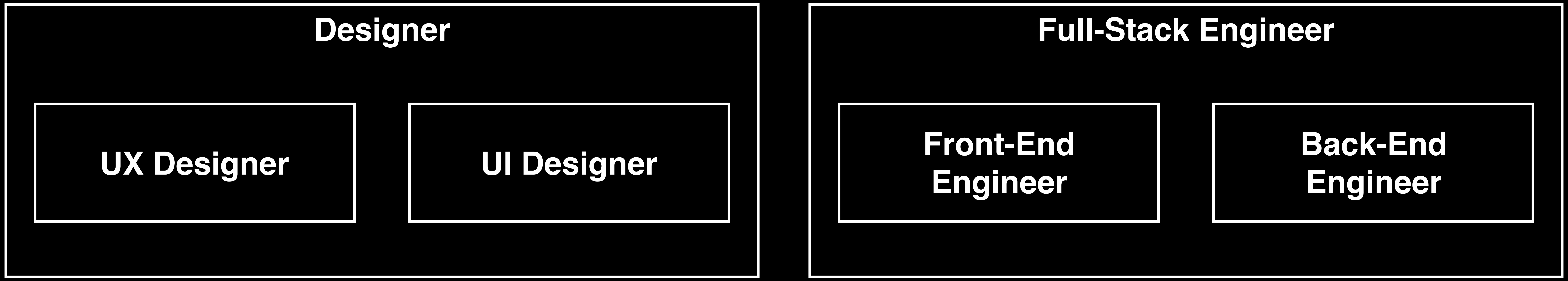
Campus Card

Commuter Benefits

PayPal

Gift Card

{ Payments API }



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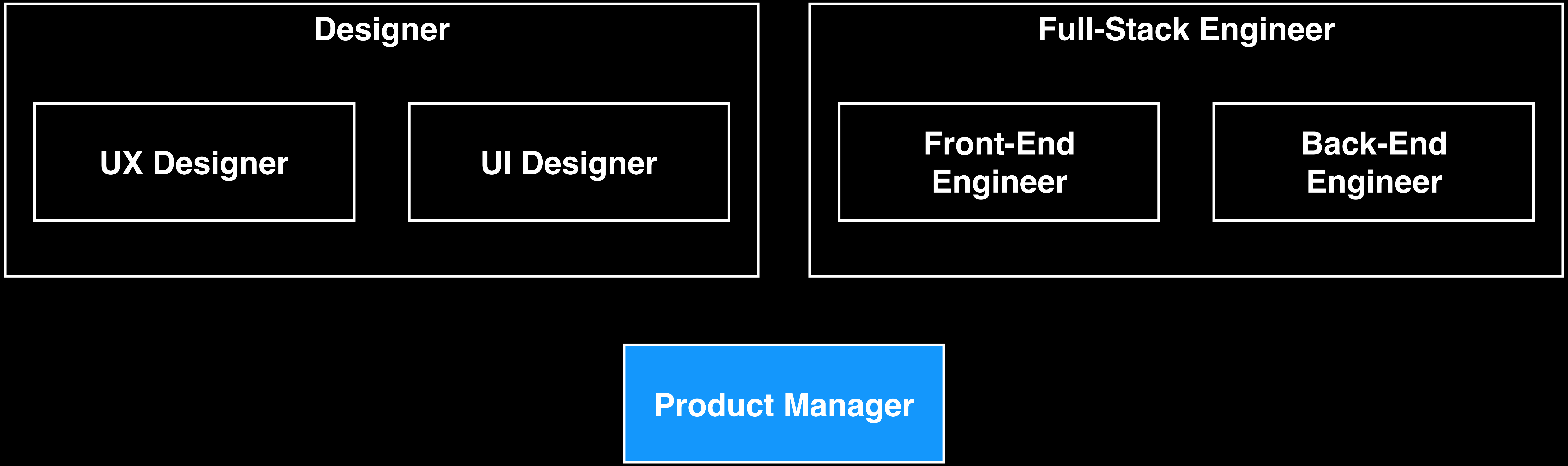


Designer

UX Designer

UI Designer

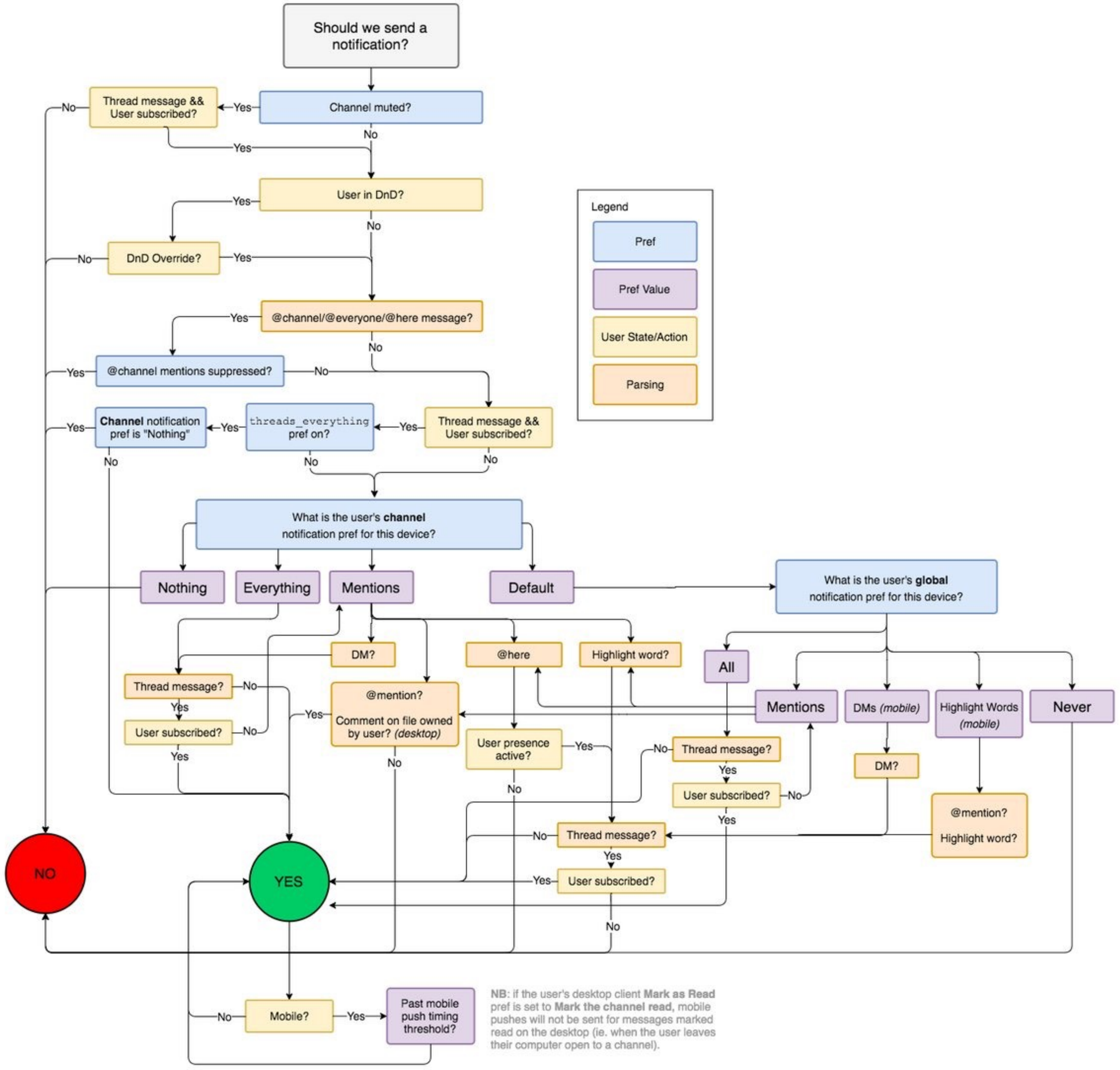
Full-Stack Engineer

Front-End Engineer

Back-End Engineer

Product Manager

- What features should we build?
- Customer feedback
- Business logic



Should we send a notification?

Channel muted?

Thread message && User subscribed?

User in DnD?

DnD Override?

@channel/@everyone/@here message?

@channel mentions suppressed?

Thread message && User subscribed?

`threads_everything` pref on?

Channel notification pref is "Nothing"

What is the user's **channel** notification pref for this device?

Nothing

Everything

Mentions

Default

What is the user's **global** notification pref for this device?

All

Mentions

DMs *(mobile)*

Highlight Words *(mobile)*

Never

DM?

@here

Highlight word?

Thread message?

User subscribed?

@mention?

Comment on file owned by user? *(desktop)*

User presence active?

Thread message?

User subscribed?

DM?

@mention?

Highlight word?

Thread message?

User subscribed?

NO

YES

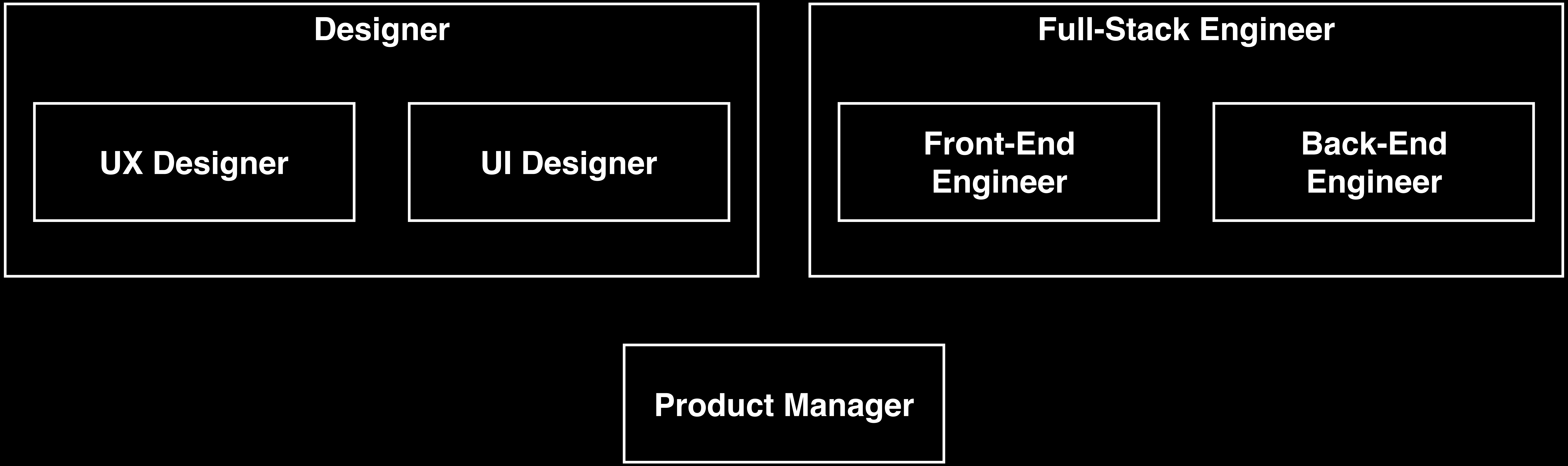
Mobile?

Past mobile push timing threshold?

Legend

- Pref
- Pref Value
- User State/Action
- Parsing

NB: if the user's desktop client **Mark as Read** pref is set to **Mark the channel read**, mobile pushes will not be sent for messages marked read on the desktop (ie. when the user leaves their computer open to a channel).



Designer

- UX Designer
- UI Designer

Full-Stack Engineer

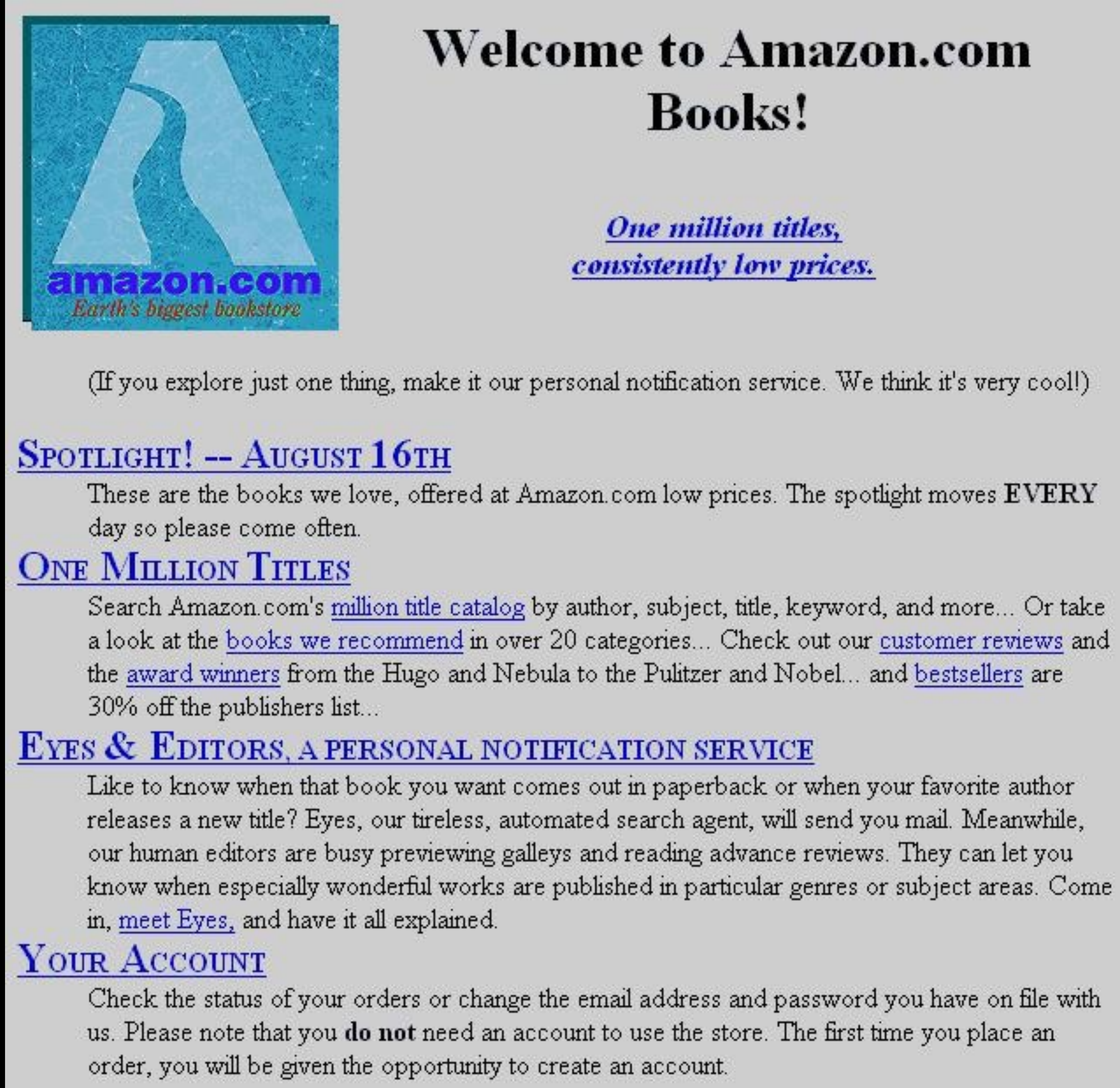
- Front-End Engineer
- Back-End Engineer

Product Manager

- What about other roles, like iOS Engineers, Android Engineers, Data Scientists?

- Do I need to hire all these roles to get started?

1999



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buffer.com

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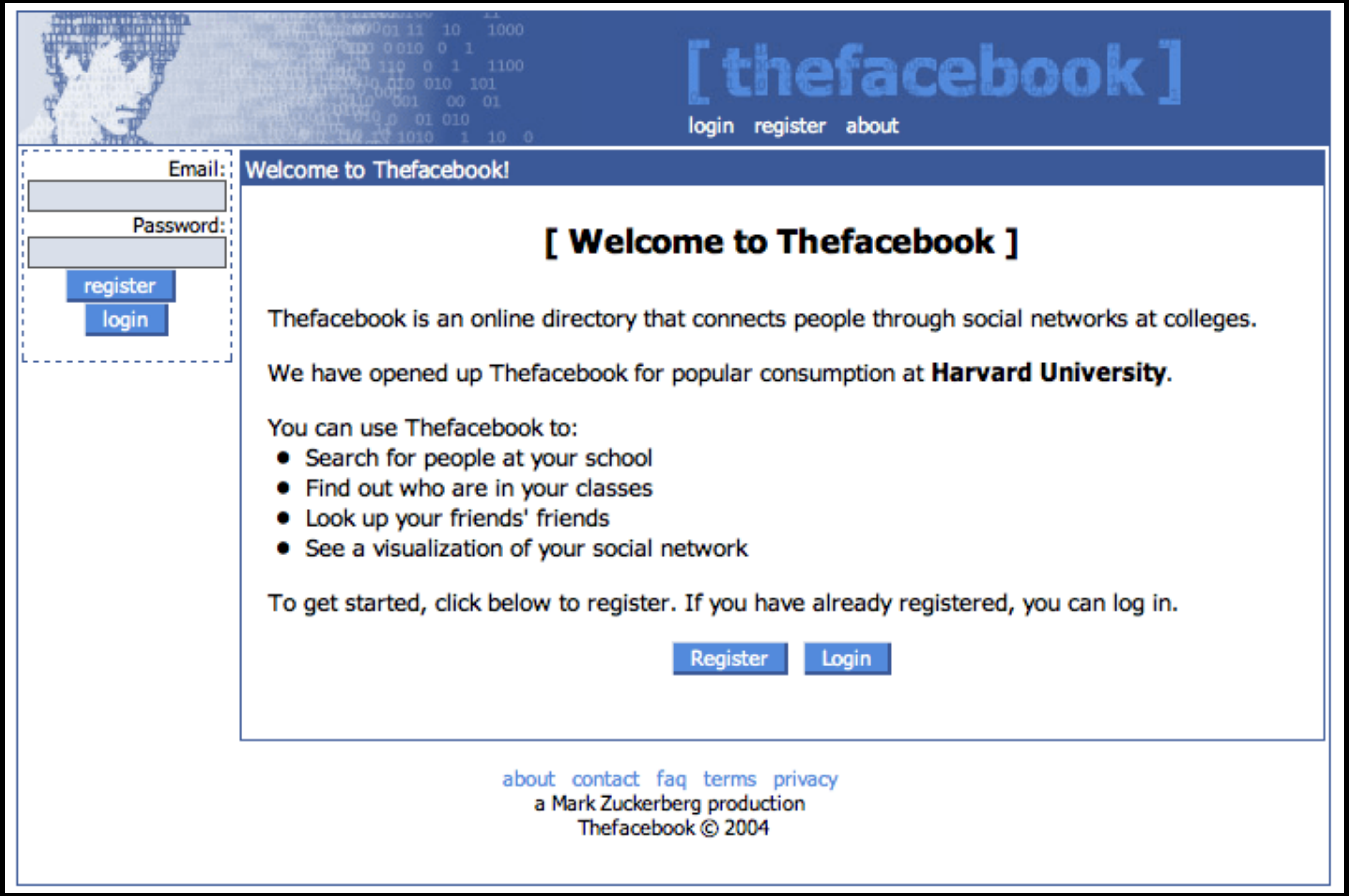

[thefacebook]
login register about
Email:
Password:
register
login

Welcome to Thefacebook!

[Welcome to Thefacebook]

Thefacebook is an online directory that connects people through social networks at colleges.

We have opened up Thefacebook for popular consumption at **Harvard University**.

You can use Thefacebook to:
- Search for people at your school
- Find out who are in your classes
- Look up your friends' friends
- See a visualization of your social network

To get started, click below to register. If you have already registered, you can log in.

Register
Login
about contact faq terms privacy

a Mark Zuckerberg production
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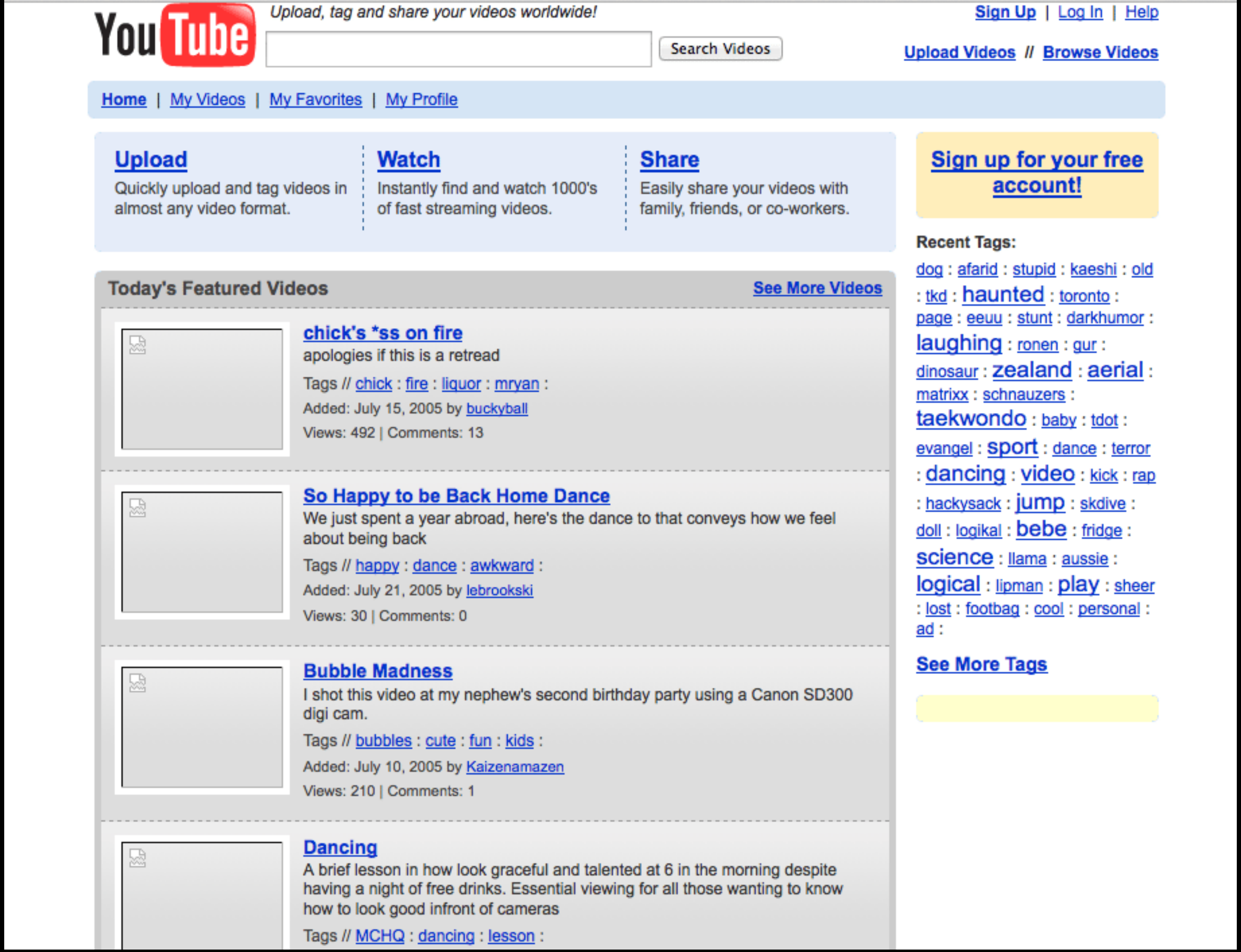
2005



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chick's *ss on fire
apologies if this is a retread
Tags // chick : fire : liquor : mryan :
Added: July 15, 2005 by buckyball
Views: 492 | Comments: 13

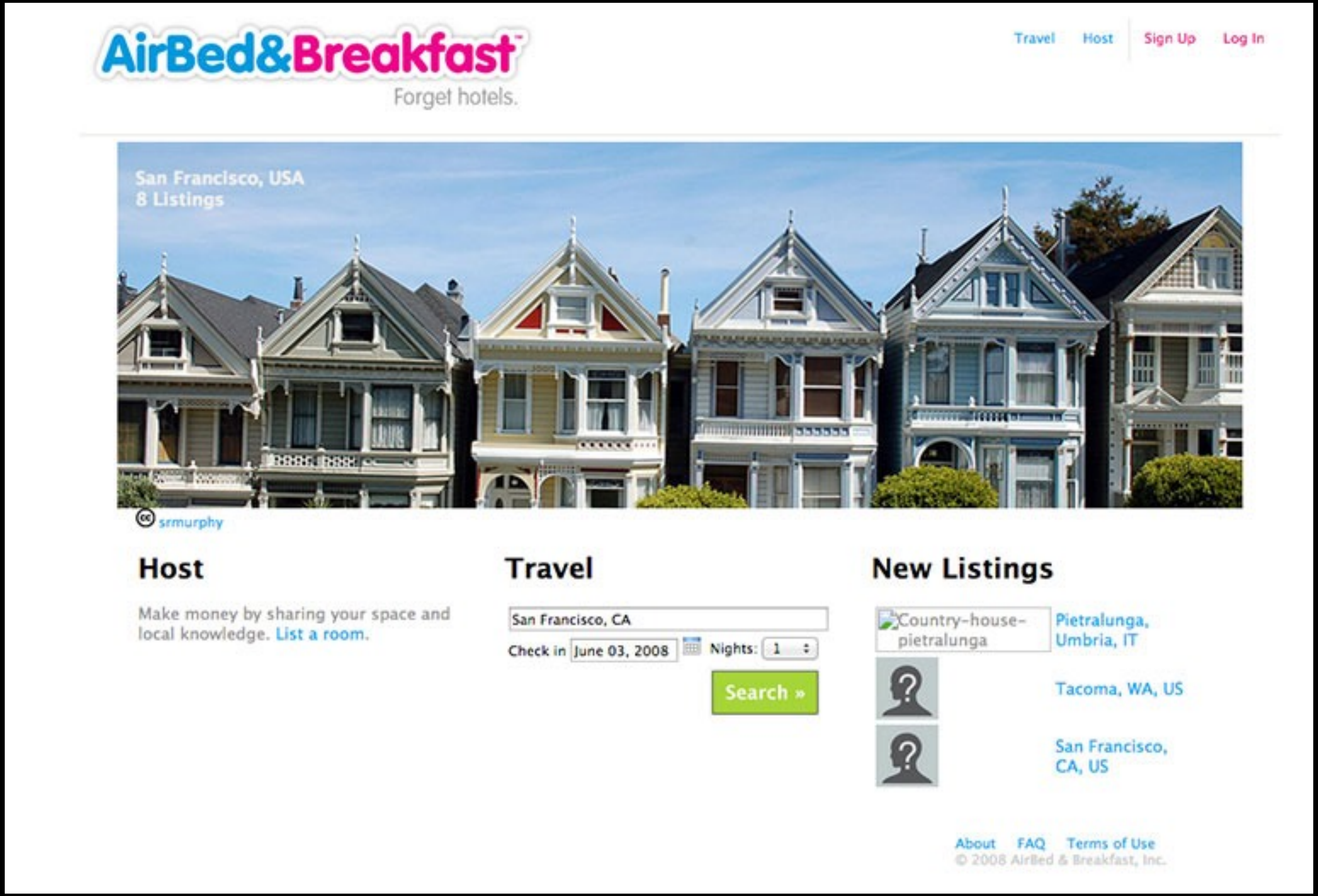
So Happy to be Back Home Dance
We just spent a year abroad, here's the dance to that conveys how we feel about being back
Tags // happy : dance : awkward :
Added: July 21, 2005 by lebrookski
Views: 30 | Comments: 0

Bubble Madness
I shot this video at my nephew's second birthday party using a Canon SD300 digi cam.
Tags // bubbles : cute : fun : kids :
Added: July 10, 2005 by Kaizenamazen
Views: 210 | Comments: 1

Dancing
A brief lesson in how look graceful and talented at 6 in the morning despite having a night of free drinks. Essential viewing for all those wanting to know how to look good infront of cameras
Tags // MCHQ : dancing : lesson :

buffer.com

2008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Tacoma, WA, US

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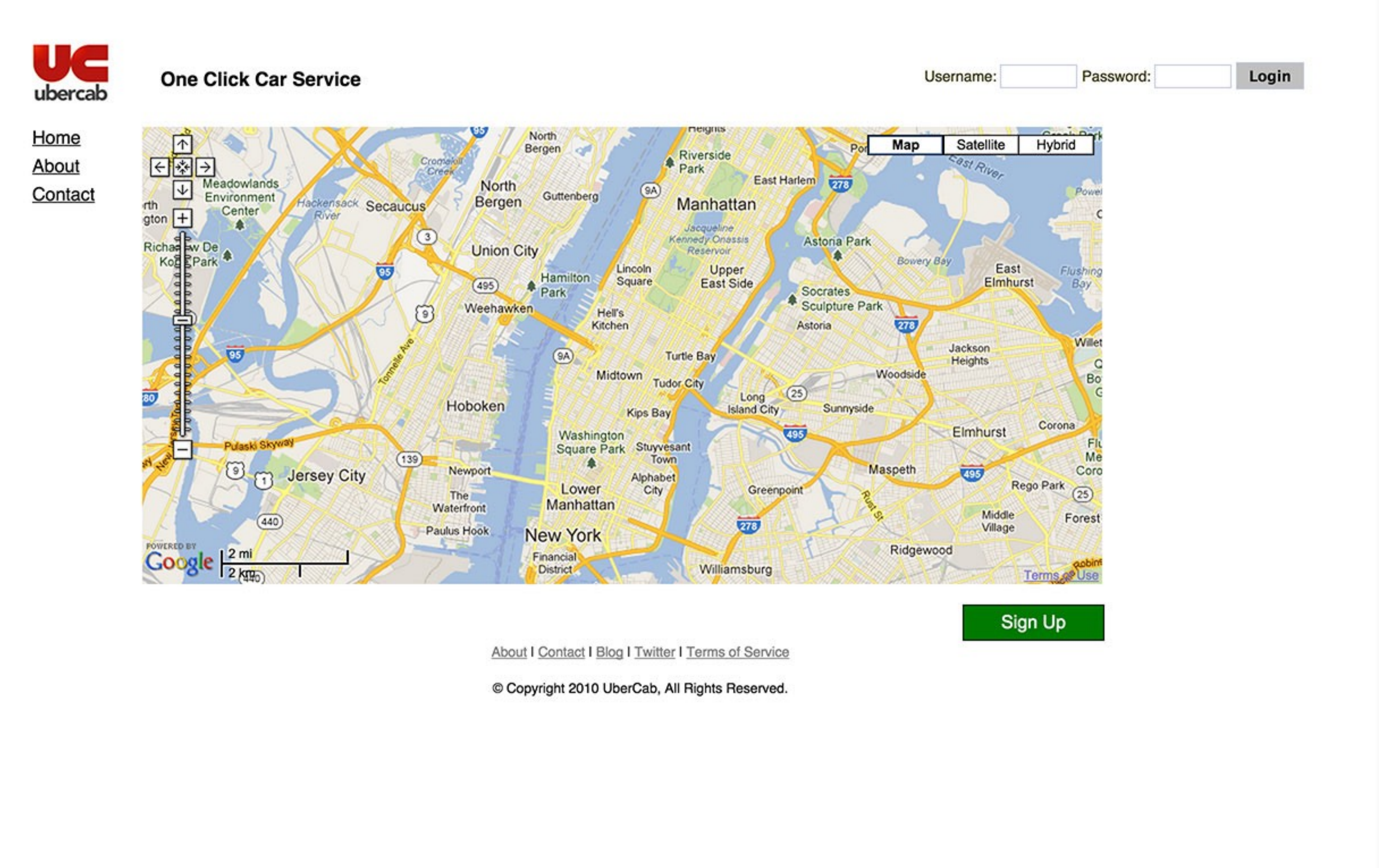
2010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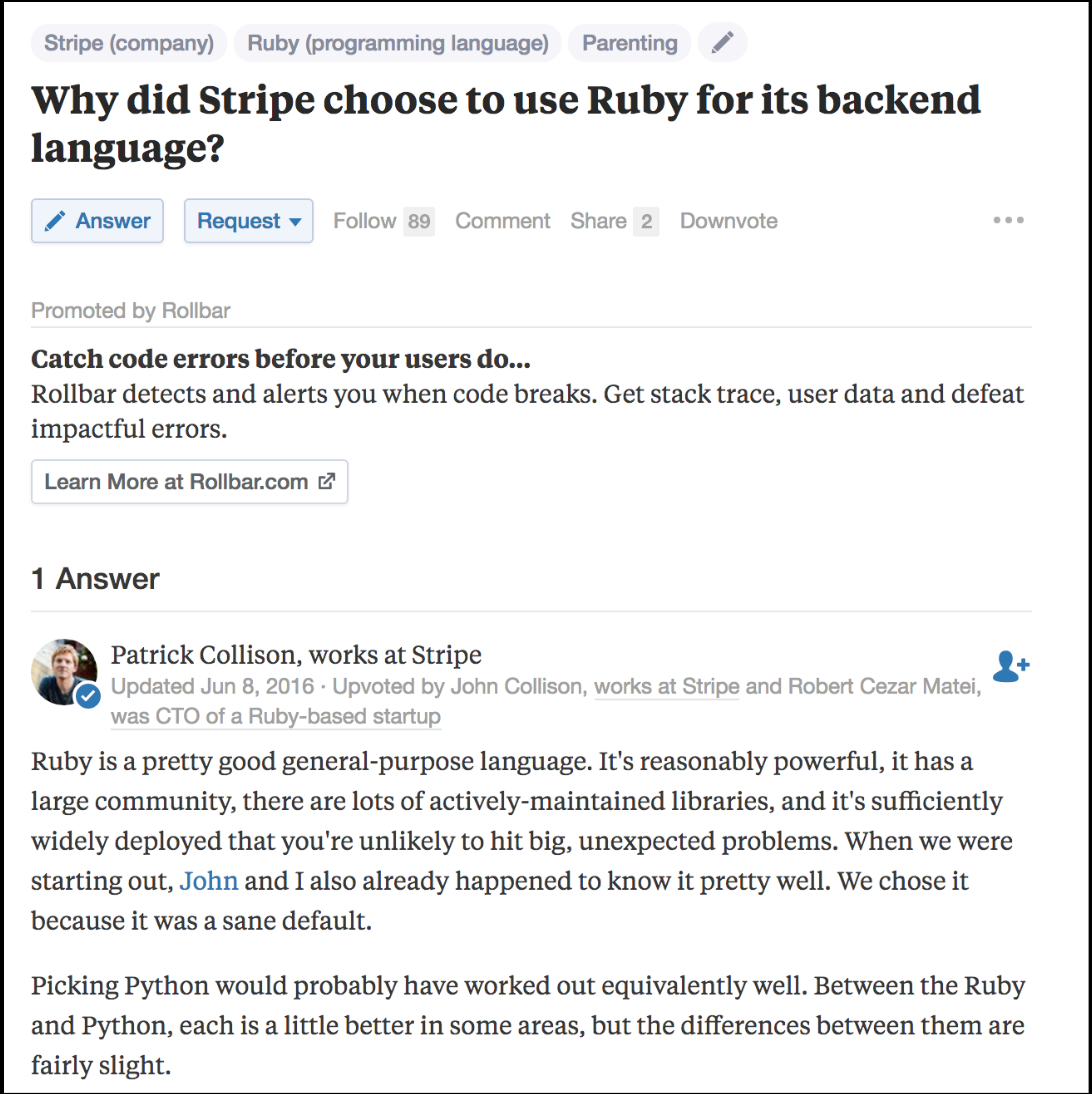
- Where do I want my customers to interact with my product? (web app, native iOS, native Android, hybrid app)
- How much time & effort is needed to build the product in each platform? (web < native)
- What technical people do I have in my team? What are they comfortable with?
- Is there existing software or infrastructure I can pay for to get started?



Why did Stripe choose to use Ruby for its backend language?

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1 Answer

Patrick Collison, works at Stripe
Updated Jun 8, 2016 · Upvoted by John Collison, works at Stripe and Robert Cezar Matei, was CTO of a Ruby-based startup

Ruby is a pretty good general-purpose language. It's reasonably powerful, it has a large community, there are lots of actively-maintained libraries, and it's sufficiently widely deployed that you're unlikely to hit big, unexpected problems. When we were starting out, John and I also already happened to know it pretty well. We chose it because it was a sane default.

Picking Python would probably have worked out equivalently well. Between the Ruby and Python, each is a little better in some areas, but the differences between them are fairly slight.

quora.com

Software as a service (PAAS)

e.g. Gmail

Platform as a service (PAAS)

e.g. Heroku

Infrastructure as a service (IAAS)

e.g. Amazon Web Services

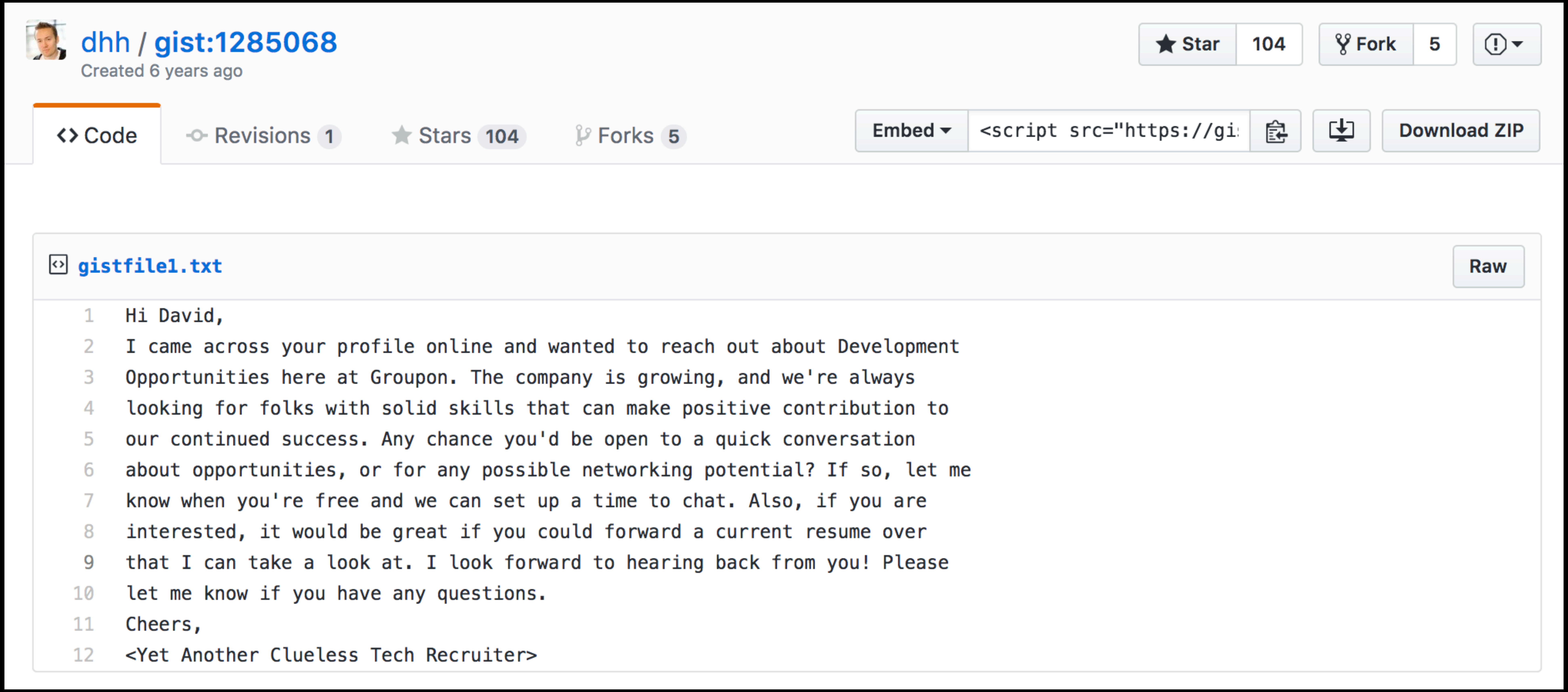
- Full-stack, front end, back end, designers, mobile native
- Strong generalist engineers
- Focus on getting the first hires / technical co-founder
- Get started with the resources available
- Use existing software and infrastructure as needed

- Conceptual overview of technical roles in software development
- **How to find and hire great technical engineers**

- Sourcing
  - Personal networks of people who’ve already worked with you (#1 strategy by far)
  - angel.co, indeed.com, monster.com, …. (be prepared to go through a lot of noise)
  - When asking for introductions, write emails that are easy to forward
  - Go to events where technical people hang out (hackathons, developer conferences, meetups)

- Attention
    - Company is solving an interesting (and hard!) problem
    - Having people say good things about you (press or word of mouth)
    - Tech talks with cool demos

- Do your homework! Don’t spam.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Created 6 years ago
Star 104
Fork 5
Code
Revisions 1
Stars 104
Forks 5
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Raw

```
Hi David,
I came across your profile online and wanted to reach out about Development
Opportunities here at Groupon. The company is growing, and we're always
looking for folks with solid skills that can make positive contribution to
our continued success. Any chance you'd be open to a quick conversation
about opportunities, or for any possible networking potential? If so, let me
know when you're free and we can set up a time to chat. Also, if you are
interested, it would be great if you could forward a current resume over
that I can take a look at. I look forward to hearing back from you! Please
let me know if you have any questions.
Cheers,
<Yet Another Clueless Tech Recruiter>
```

@dhh on Twitter

- Remote is an option
- People willing to relocate
- Freelance versus full-time

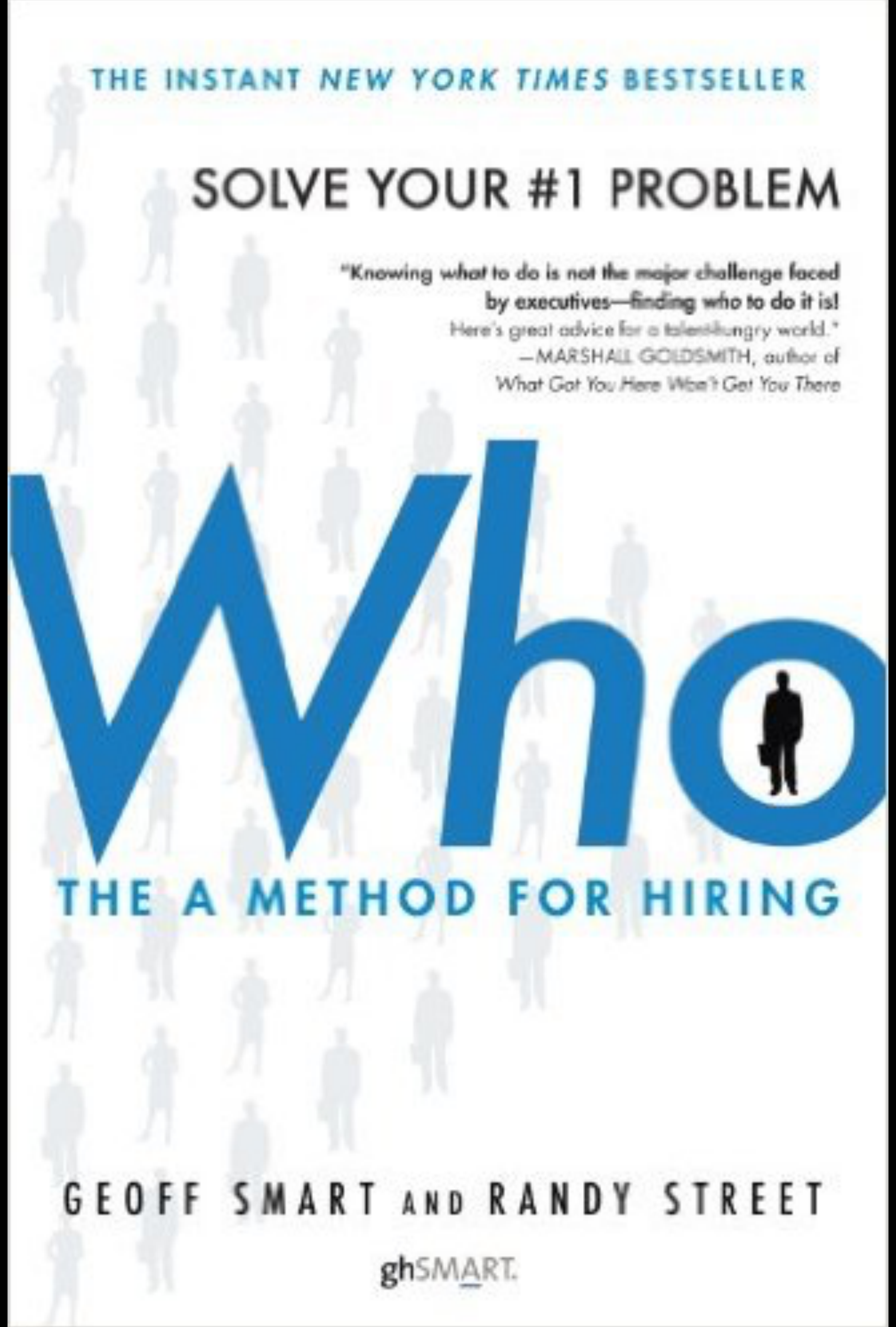
- Spend more time on it
- Audition for roles
- Hire people you like
- Have a set of cultural values
- Don’t compromise
- Be generous (equity over comp)
- Always be recruiting
- Fire fast
- Don’t hire if you don’t need to

Sourcing Resources

- Full-time
  - Referrals from your network! ***
  - angel.co **
  - indeed.com *
  - monster.com *
- Freelance
  - toptal.com **
  - upwork.com *

- Harvard
  - Email Prof. David Malan
  - HSA Dev
  - Computer science mailing lists
  - Attend technical events

Suggested Reading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- https://www.quora.com/What-are-the-best-methods-for-recruiting-software-engineers-today
- https://www.quora.com/Why-did-Stripe-choose-to-use-Ruby-for-its-backend-language
- https://blog.bufferapp.com/the-humble-beginnings-of-google-tumblr-youtube-and-more-and-what-they-can-teach-us-about-starting-small
- https://thehustle.co/proof-that-your-favorite-startup-started-out-awful
- https://labs.spotify.com/2014/03/27/spotify-engineering-culture-part-1/
- https://labs.spotify.com/2014/03/27/spotify-engineering-culture-part-2/

Recruiting Software Engineers

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