

(Pdf free) Smart and Gets Things Done: Joel Spolsky's Concise Guide to Finding the Best Technical Talent

Smart and Gets Things Done: Joel Spolsky's Concise Guide to Finding the Best Technical Talent

Avram Joel Spolsky

ebooks / Download PDF / *ePub / DOC / audiobook



DOWNLOAD



READ ONLINE

#230387 in Books Apress 2007-05-31 2007-06-01 Original language: English PDF # 1 9.02 x .46 x 5.981, .30
#File Name: 1590598385182 pages | File size: 63.Mb

Avram Joel Spolsky : Smart and Gets Things Done: Joel Spolsky's Concise Guide to Finding the Best Technical Talent before purchasing it in order to gauge whether or not it would be worth my time, and all praised Smart and Gets

Things Done: Joel Spolsky's Concise Guide to Finding the Best Technical Talent:

2 of 2 people found the following review helpful. Nothing earth-shattering if you're a reader of Joel on SoftwareBy Jonathan J. HallAs someone who has read practically every article on Joel Spolsky's blog, Joel on Software, nothing here came as a surprise. Most of the general concepts, and some of the specific stories and anecdotes were repeats. But it's still an excellent book. And if you're in charge of hiring, you certainly have more than the \$9.99 price for the kindle edition in your budget, and an afford to buy this book versus re-reading his entire blog to find the relevant bits.If you've never read Joel on Software, you should. And after you read this book, you'll want to, because Joel is fun to read (even if you're not in the business of software, you'll be entertained by his style).The book is well organized, and presented in a logical fashion. Some key points you'll learn to address are:* How to advertise your open positions to attract the most qualified candidates, while not attracting the least qualified candidates* How to read a resume to identify the most likely candidates for your position, without relying on buzzwords* How to do a phone screening* How to conduct the in-person interviews* How to treat candidates like royalty to make them WANT to work for you* How to transform an existing team which may be floundering* And a bit of a "bonus" section on management styles and techniques, especially as it relates to motivating and retaining good talent0 of 1 people found the following review helpful. Simple but trueBy Mirko L. CukichThis book goes over so many of the simple things we know but don't realize how important they are in the big picture of things.The author does a great job of sitting down with the reader and going over in detail many of the things that can actually hurt a business instead of help.He also gives you a chance to see the other side of the coin and just how much better some decisions can actually help a company if they took the time to consider and implement things.I agree with many of the things he brings up because i think the author is looking at the big picture of things and definitely working towards having a better company for owners, employees and clients.If more businesses took his advice i think they would be more happy and profitable at the outcome of their business decisions then they have been lately.0 of 0 people found the following review helpful. Concise, interesting and informativeBy Daniel SionovI always like reading things from Joel Spolsky. His writing is very concise but interesting and informative.

A "good" programmer can outproduce five, ten, and sometimes more run-of-the-mill programmers. The secret to success for any software company then is to hire the good programmers. But how to do that? In Joel on Hiring, Joel Spolsky draws from his experience both at Microsoft and running his own successful software company based in New York City. He writes humorously, but seriously about his methods for sorting resumes, for finding great candidates, and for interviewing, in person and by phone. Joels methods are not complex, but they do get to the heart of the matter: how to recognize a great developer when you see one.

From the reviews: "Programming-employment decisions are a critical managerial process. Spolsky asserts that the real trick to management is to make people identify with the goals youre trying to achieve. Spolsky concludes with the self-designed Joel Test, which rates the quality of a software team. Managers, recruiters, and programmers will enjoy this easy read." (Brad Reid, ACM Computing s, September, 2008)About the AuthorJoel Spolsky is a globally recognized expert on the software development process. His web site Joel on Software (JoelonSoftware.com) is popular with software developers around the world and has been translated into over 30 languages. As the founder of Fog Creek Software in New York City, he created FogBugz, a popular project management system for software teams. Joel has worked at Microsoft, where he designed Visual Basic for Applications as a member of the Excel team, and at Juno Online Services, developing an Internet client used by millions. He has written two books: User Interface Design for Programmers (Apress, 2001) and Joel on Software (Apress, 2004). Joel holds a bachelor's of science degree in computer science from Yale University. Before college, he served in the Israeli Defense Forces as a paratrooper, and he was one of the founders of Kibbutz Hanaton.