

## **The program of the course “IT Recruiter”**

### **Introductory part - What is the role of an IT recruiter?**

1. Introduction to the profession. Recruiting for IT.
2. Processes in recruiting. What is the difference between a recruiter and HR. Introduction to the IT market and the specifics of the work of an IT recruiter

### **Block 1. How the IT industry works and development principles**

*Before you start searching for candidates, you need to be familiar with the technologies and terms used in the IT field in order to be a successful IT recruiter.*

3. The life cycle of projects in IT. Software development life cycle. Roles and professions in a team - an overview. Analysis of initial data for design work. Analyst, Product owner, Product manager, Project manager.
4. Requirements for software development. Ways to visualize requirements and use a MindMap. The concept of cross-platform development. Adaptive and responsive design. What is mockup for? Overview of the Figma service. Practice writing requirements and user stories. Introduction to UI/UX.
5. Planning your work. Introduction to development methodologies - classical and flexible (agile). Roles and events in an agile team. Concepts Definition of ready, Definition of done, backlog.
6. Fundamentals of software architecture - monolith and microservice. Client-server architecture. Diagrams of interactions. Roles solution architect, security architect. REST API concept. Practice of working with documentation on the example of Swagger (Open API).

## **Блок 2. How to Hire Software Developers**

*In this block, you will get acquainted with the variety of IT specialties in the context of development*

7. An introduction to backend and an overview of the task of a backend developer. An overview of the programming languages, technologies and tools used. Practice with the REST API on the simulator. How is the interaction in the development team. Code review and release process. Repository as a tool for storing code on the example of github.

8. Front end development. What are the tasks of a frontend developer? An overview of the programming languages, technologies and tools used. Practice in Chrome Dev Tools. Development of mobile applications. An overview of the programming languages, technologies and tools used. The practice of testing the features of a mobile application. Who is a full stack developer.

## **Block 3. Testing and deploying software. Data analysis.**

9. QA engineer and software tester. Introduction to software testing and tester tasks. Types of testing. Bug and its life cycle. Overview of testing tools. QA roles (manual, automation, SDET, manager). Types of environments for testing.

10. Devops philosophy. Practice Continuous Integration / Continuous Delivery. Automated code quality control on the example of Sonarqube. Tools for CI / CD. What is a pipeline? Why do you need cloud computing? What does a security engineer do? Monitoring applications, events and logs (Grafana, Splunk). What support engineers and the infrastructure team do.

11. Databases and SQL query language. Analysis of the results of software operation. What does a Data Engineer, Data Analyst and Data Sciences specialist do? What are neural networks and machine learning?

12. How to hire UI/UX designers. Junior / middle / senior levels for IT specialists. Company types. Features of startups. What is meant by MVP. Product piloting. Hidden live and full scale launch. Product metrics.

#### **Block 4. Work with the customer and search for specialists**

13. How to organize work with a customer. Create and post a job posting. How to apply for a job and profile the ideal candidate. Hiring funnel

14. Where to look for IT specialists. Sites and modern techniques for searching for candidates. Principles of sourcing and resume analysis

15. How to interview IT professionals. Compilation of checklists for specialties

16. Offer preparation, discussion. Working with a counteroffer