

# Getting an Open-Source Job in This Post-Recession World

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# Disclaimer

- I am not an economist.
- If you disagree let me know.
- I'll keep the history lesson it brief.

# Getting an Open-Source Job in This Post-Recession

- The Great Recession: A brief history.
- How to get a job during the economic recovery?
- Candidate best practices.

# The Great Recession: A Brief History

- What is a recession?
- When was the Great R?
- What made this recession so “Great?”
- It ended so why worry?

# What is a recession?

“A recession is a period of falling economic activity spread across the economy, lasting more than a few months.”

# When was the Great R?

The Great Recession officially started in  
December of 2007 and...

ended in June of 2009.

# What made this recession so “Great?”

- It's Length.
- This one hit at home, literally.
- Few industries were spared.
- Broad drop in consumer consumption.
- Job losses “unprecedented.”

Center on Budget & Policy Priorities, February 12, 2013

# It's Length.

- The Great R lasted 18 months.
- The longest recessionary period since WWII.
- The “dot-com” bomb recession of 2001 lasted only 8 months.



# This one hit at home... literally.

- 2006 collapse in the housing market
- Defaulting sub-prime loans.
- Near collapse of the financial market in the United States.
- Shock felt around the world.

# Few industries were spared.

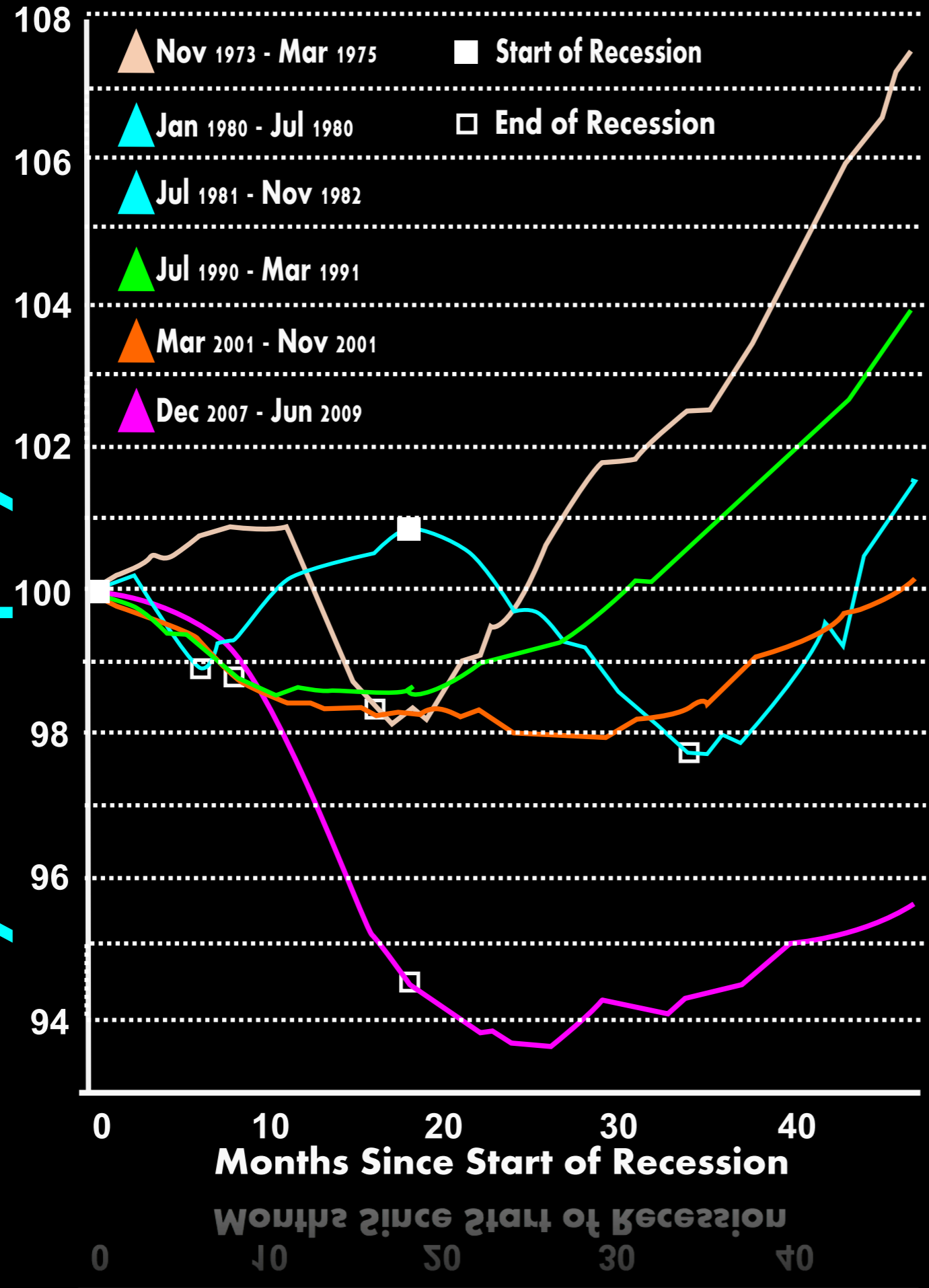
- The Great R impacted:
  - Construction
  - Manufacturing
  - Retail sales
  - Professional & business services
  - The financial sector

# Broad drop in consumer consumption.

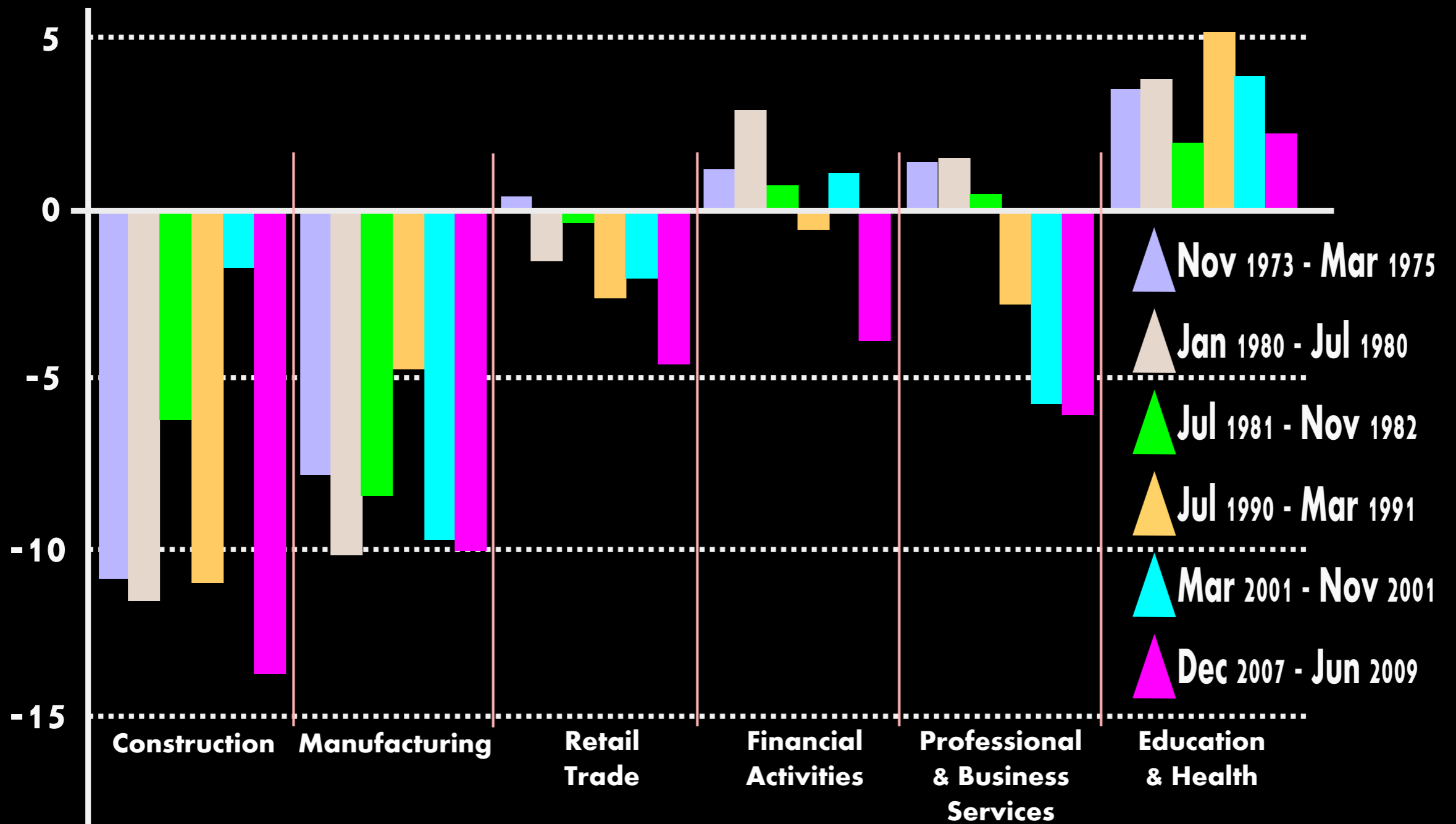
- Recessions mostly hit durable goods.
- Manufacturing and retail sales impacted in 2001 BUT the decline in retail sales was far more dramatic this time around.
- The drop in the consumer-confidence level has been described as steep and “spectacular.”

Consumption in the Great Recession.

# Payment Employment Index



“unprecedented.”  
job losses



**% change annual employment from beginning to end of recession**

**Job losses “unprecedented.”**

# It ended so why worry?

- When do recessions “end?”
- What’s the job market like today?
- What about IT jobs?

# When do recessions “end?”

A recession “ends” when it reaches the “trough” in its decline and there are enough indicators that things are looking up.



# When do recessions “end?”

“In determining that a trough occurred in June 2009, the committee did not conclude that economic conditions since that month have been favorable or that the economy has returned to operating at normal capacity... Rather, the committee determined only that the recession ended and a recovery began in that month.”

NBER, September, 2010



# When do recessions “end?”

“NBER's decision means little to ordinary Americans now muddling through a sluggish economic recovery and a weak jobs market. Unemployment is 9.6 percent and has been stuck at high levels since the recession ended. Many will continue to struggle. Unemployment usually keeps rising well after a recession ends.”

NBCNews.com, “Great Recession's over, research group says.”

# What's the job market like today?

- Compared to other recessions, jobs are simply staying gone longer.
- At the very beginning of the recovery, there was 1 job for every 7 people unemployed.
- Last December, 3 jobs available for every 10 people unemployed

Center on Budget & Policy Priorities, February 12, 2013

# What's the job market like today?

- What percent of potential workers are unemployed?
  - 7.8%
  - 16.9%
  - Higher?

# What's the job market like today?

- “Hiring growth has been uninspiring in the last year, trudging along just barely fast enough to keep up with population growth but not nearly quickly enough to put a major dent in unemployment. A backlog of 12.3 million idle workers remains. The average worker who is unemployed has been pounding the pavement for 35 weeks.”

“Job Growth Steady, but Unemployment Rises to 7.9%”  
Catherine Rampell, NY Times, February 1, 2013

# What about IT jobs?

IT jobs recession-proof, right?

**No!**

# How to get a job during the economic recovery?

- What is motivating the employer?
- Same title, different job.
- Bridging the gap.

# What is motivating the employer?

- Times are still tight so all businesses, including startups are focused on ROI.
- Hiring a new employee is really just another resource.
- Managers have to justify a need for resources.
- ROI expectations are running high.

# Same title, different job.

- Back in the “old days” new hires joined the company with a general expectation that there would be a “ramp up” time.
- In the old days, we talked about “on the job training.”
- Today's expectation is to “hit the ground running.”



# Same title, different job.

- Job functions and requirements for regular-hire positions have morphed to look more and more like contractor roles.
- Requirements include highly-specific skills.
- Requirements include hot, high-demand skills.

# Same title, different job.

- Job requirements are heavy on the “soft-skills.”
- Excellent social skills.
- Excellent comm skills (written and verbal).
- Being service-oriented and client-centric.
- Process-driven, compliant, and organized.

# Same title, different job.

- Multiple jobs in one requisition.
- Expect leadership potential.
- Being business savvy.

# Same title, different job.

- The gap between “What the employer wants” and “What you have” has grown.
- This gap is further aggravated by rapid changes in the tech sector which are fueling the economic recovery.
- New tech = fewer “qualified” resources.

# Same title, different job.

- Applicants are frustrated by a lack of response to their resume.
- Hiring managers are frustrated because they justified a resource and can't get it.
- Recruiters are frustrated because they have to pass up excellent “employees” to focus on a niche pool of prospects.

# Bridging the gap.

- Is there a gap?
  - Carefully read job requirements.
  - Find 1 or 2 bullet points that stand out.
  - Required usually means... required.
  - If there is a gap, apply but expect that you may not get a response.

# Bridging the gap.

- Time to look in the proverbial mirror.
- Learn to embrace change.
- Work on your weak spots.
- Aim to be “well-rounded.”

# Bridging the gap.

- Planning your career is a job.
- Become part of the business equation.
- Do research and fill tech gaps.
- Look to the tech horizon.
- Automate yourself out of your job.



# Bridging the gap.

- Examples:
  - Can't speak? Go to Toast Masters.
  - Automation = coding.
  - Business classes at the community college.
  - Take a project- or time-management class.
  - Change your job to get the skills you need.

# Candidate best practices.

- Expose yourself!
- Dangers from exposing yourself.
- What is the perfect resume?
- Other preparation.

# Expose yourself!

- Have a completed LinkedIn profile.
- LinkedIn Profiles = resumes for some employers.
  - Open to career opportunities?
  - Give and receive “recommendations.”
- Create a Google+ profile. Major tech hang-out.
- Facebook?
- Put your email and phone number in your profiles.

# Expose yourself!

- Make sure you can actually be found.
- It's all about keywords.
- Use common abbreviations but also spell it out.

# Expose yourself!

- Connect with gurus who are social.
- Read profiles of influencers to find other contacts, groups, events.
- Join communities and groups!
- Become active in local user groups.

# Expose yourself!

- Contribute code (github, gist, etc.).
- Post to communities/groups.
- Post to a blog.
- Create a Google+ page (not your profile).
- Publish articles in online media.
- Share presentations.

# Dangers from exposing yourself.

- Being hassled by recruiters.
- Put a brief statement in your profile saying what your interested in and what level of contact you are willing to tolerate.
- If you keep getting hassled, get the recruiter's company info and call to speak to a manager.
- Create a new email and phone number for your "public" persona.

# Dangers from exposing yourself.

- Easy to mix private behavior and public exposure.
- Employers do react to how you present yourself online.



# What is the perfect resume?

- There is **NO** perfect resume.
- Recruiters connect people to jobs
- The 15 second rule.

# What is the perfect resume?

- Generic bad, detailed good.
- Connect the dots.
  - Consider the inverted “T” table.
- Everything is **NOT** relative.

# What is the perfect resume?

- Forget the “one page” rule.
- Keywords, keywords, keywords.
  - Applicant Tracking System (ATS) text parse and provide text searching.
- If the online application includes additional questions, fill them out.

# What is the perfect resume?

- Do's
  - Do give job transition details.
  - Do indicate if you were a contractor.
  - Do give the name of your actual employer.
  - Do include start and end dates.
  - Do, for goodness sakes, spell-check!

# What is the perfect resume?

- Don'ts
  - Don't list every tech you ever touched.
  - Don't lie.
  - Don't put contact info in header/footer.
  - Don't use goofy or “nasty” email names.
  - Don't put a picture of yourself!

# Other preparation.

- Prepare your elevator talk.
  - In less than 1 minute tell someone:
    - Your target job.
    - Why your skills match that job.
    - How you can benefit your employer.
    - Why you're passionate about your craft.

# Other preparation.

- What to avoid in an elevator talk.
  - Focussing on how **you** will benefit.
  - Using phrases like “I’m a fast learner.”
  - Having multiple target jobs.
  - Rambling.

# Other preparation.

- Prepare for future interviews.
  - Document samples.
  - Code samples.
  - A web “portfolio.”
  - Links to public code you contributed to (e.g., github, etc.).



# Other preparation

- Preparing for the interview.
  - Research the company.
  - Get to know their products.
  - Read their job postings to learn about tech.
  - Look for press releases.
  - Find your interviewers' profile on LinkedIn.
  - Be prepared to say why you want to work there.

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