BREAK INTO TECH

THE 7 ESSENTIAL **SECRETS**OF TECH RECRUITING

THERE'S NO DENYING IT: TECH IS HOT

IN OUR BEDS

AND WHEN IT'S
TIME TO SLEEP,
SMARTPHONES IN
PARTICULAR TEND
TO LINGER IN BED.

90% of 18 to 29 year olds say they sleep with their phone in or right next to the bed.



TO OUR DICTIONARIES

emoji

Pronunciation: /ɪˈməudʒi/

NOUN (PLURAL SAME OR EMOJIS)

A small digital image or icon used to express an idea or emotion in electronic communication.

Usage: emoji liven up your text messages with tiny smiley faces

Origin: (1990s) Japanese, from e 'picture' + moji 'letter, character'

Source: Oxford Dictionaries

AND TECH JOBS ARE SO DESIRABLE WE EVEN PAY \$12 TO WATCH BAD MOVIES ABOUT THEM



IT'S NO WONDER: BREAKING INTO TECH IS HARD

AND I'M LIVING PROOF

KINDERGARTEN TEACHER



BUT WASTED DOZENS OF RESUMES ON TECH COMPANIES

THAT NEVER RESPONDED

2009				
a	CurrentResume.doc	31 KB	Word	Mar 1, 2009, 2:28 PM
(2)	iMentor Intsumes.doc	94 KB	Word	Apr 15, 2009, 1:46 PM
1	MBA ResuPage.doc	55 KB	Word	Oct 25, 2009, 11:45 AM
100	MBA Resuhifeling.pdf	61 KB	PDF Document	Sep 28, 2009, 9:57 AM
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2008				
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1	Resumeervative.doc	55 KB	Word	May 18, 2008, 6:31 PM
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	Text Resume - Short.txt	3 KB	Plain Text	May 21, 2008, 7:25 AM
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•	Resume Upload.htm	15 KB	HTML	Aug 8, 2006, 8:26 AM
2005				
a	Resumeer 2005.doc	59 KB	Word	Jul 19, 2005, 10:42 AM

CRACKED THE CODE

NOW, FOR THE FIRST TIME, LET ME SHARE THE SECRETS

FROM HERE



HERE



SECRET #1: YOU DON'T NEED TECH SKILLS TO GET A TECH JOB

AS A NON-CS MAJOR, I STARTED TO TALK MYSELF OUT OF JOBS

BEFORE I EVEN APPLIED

HEADLINES LIKE THESE

Computer science students are in demand and they know it

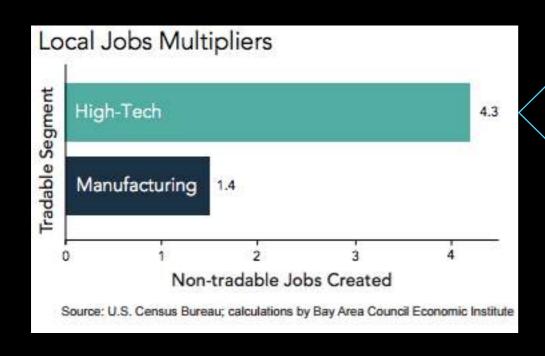
Hottest major on campus? Computer science

Obama To Students: Give Up Your Art History Degree And Work In A Factory

BUT HERE'S THE DIRTY LITTLE SECRET OF TECH

GENERATES 4 NON-TECHNICAL JOBS

Tech hiring creates other jobs



LAUNCHING A MAJOR APP REQUIRES:

- PRODUCT MANAGERS
- DESIGNERS
- MARKETERS
- ANALYSTS
- PROJECT MANAGERS
- HR
- ACCOUNTANTS
- CUSTOMER SUPPORT
- LAWYERS

THE SURPRISING RESULT?

TECH COMPANIES HAVE 3X AS MANY NON-TECHNICAL WORKERS AS TECHIES

TECHNICAL ROLES	#		
INFORMATION TECHNOLOGY	64,264		
ENGINEERING	39,378		
OPERATIONS	33,766		
QUALITY ASSURANCE	5,205		
TOTAL	142,613		

NON-TECHNICAL ROLES	#		
ENTREPRENEURSHIP	90,337		
SALES	44,312		
MARKETING	37,978		
ARTS AND DESIGN	26,487		
MEDIA AND COMMUNICATION	26,087		
SUPPORT	22,929		
CONSULTING	20,483		
BUSINESS DEVELOPMENT	14,447		
PRODUCT MANAGEMENT	14,141		
PROGRAM AND PROJECT	12,172		
ADMINISTRATIVE	11,481		
FINANCE	10,464		
EDUCATION	9,361		
RESEARCH	8,994		
HUMAN RESOURCES	8,353		
COMMUNITY AND SOCIAL	7,272		
HEALTHCARE SERVICES	5,204		
ACCOUNTING	4,765		
LEGAL	3,600		
REAL ESTATE	2,204		
MILITARY AND PROTECTIVE	1,376		
PURCHASING	1,208		
TOTAL	383,655		

Source: LinkedIn, US Internet Workers

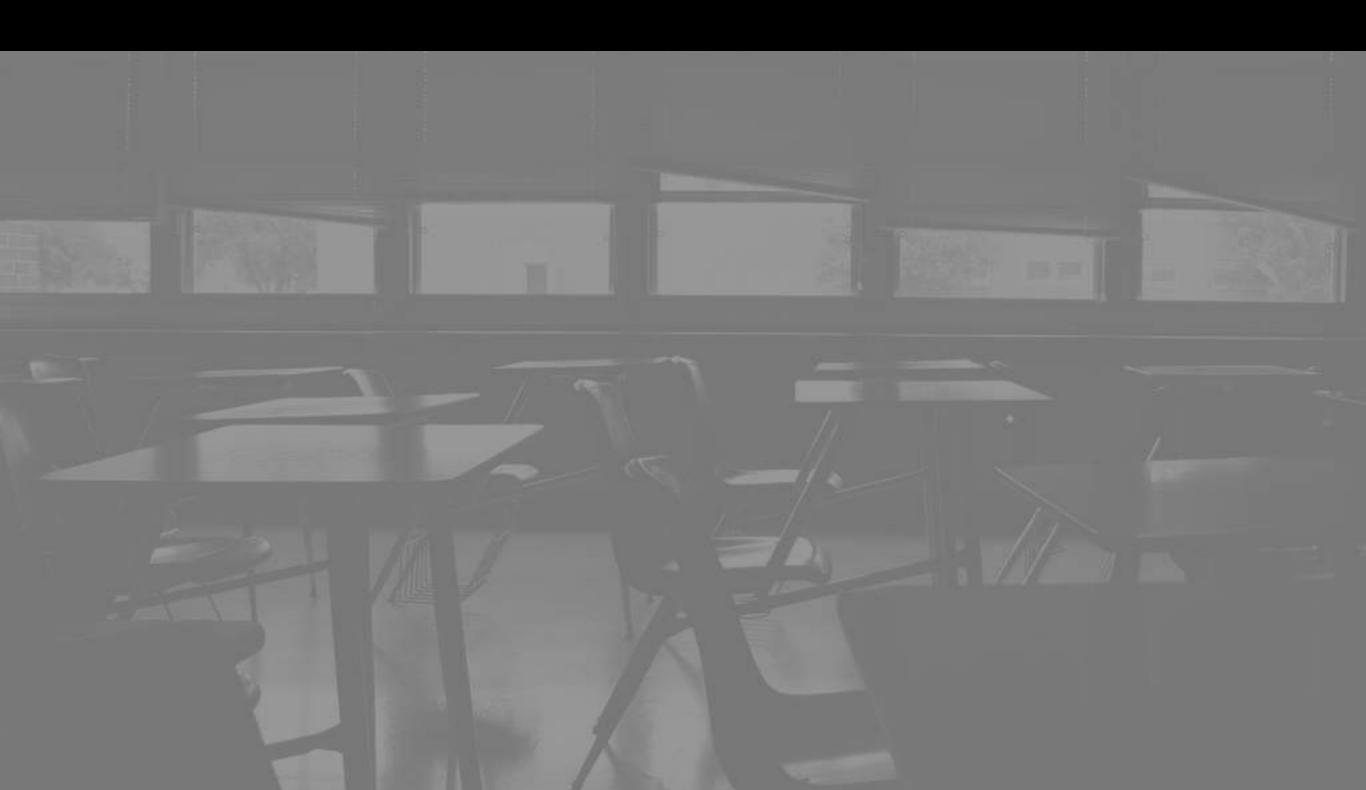
THE BOTTOM LINE: TECH JOBS ARE OPEN TO YOU, EVEN IF YOU WEREN'T A CS MAJOR. SO DON'T GIVE UP BEFORE YOU START.

SECRET #2: TECH WANTS WEIRDOS

THAT NEVER WENT ANYWHERE?

2009				
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MY STRATEGY WAS TO HIDE MY EDUCATION BACKGROUND SO I DIDN'T SEEM OUT OF PLACE



TURNS OUT I WAS APPROACHING TECH ALL WRONG

WHILE SCHOOLS AND TYPICAL COMPANIES WANT PEOPLE

WHO FIT INTO THE SYSTEM



WHO HATED THE SYSTEM



SO SUBMITTING A BLAND COVER LETTER SAYS:

"I DON'T BELONG"



THAT I GOT MY FIRST INTERVIEWS

My actual cover letter to Apple!

December 9, 2010

Ms. Lily Sheung
One Infinite Loop
MS84-3CE

Cupertino, CA 95014-9501

Dear Ms. Sheung,

It was clear from your presentation last month that Apple is not your typical company. It doesn't create typical products or provide typical experiences for its customers. And it certainly doesn't hire typical people to design and market those products and experiences. Thus, as the only former kindergarten teacher who taught his kids Keynote in the applicant pool, I proudly submit my application for a Product Marketing Manager internship this summer.

THE BOTTOM LINE:
THIS IS TECH.
LET YOUR FREAK FLAG FLY.

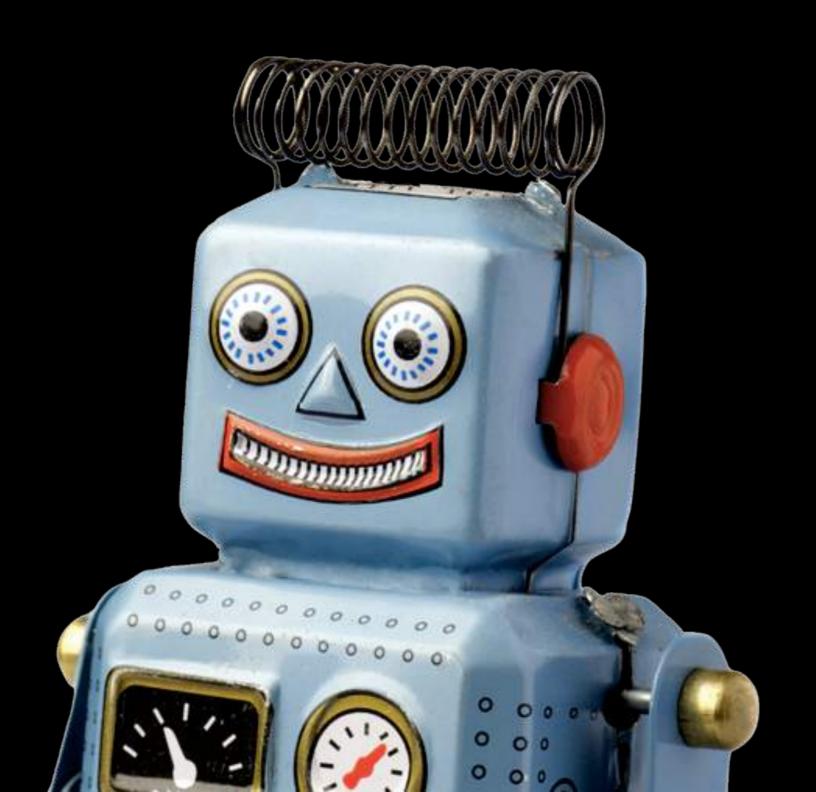
SECRET #3: YOU'RE THE PRIZE

REMEMBER WHEN YOU WERE A KID AND HAD YOUR HEART SET

ON THE PERFECT PRESENT?



WOULD DO?



WITH TECH RECRUITING, IT'S EASY TO GET IN THAT SAME

SCARCITY MINDSET

WANT TO WORK FOR GOOGLE? YOU HAVE ONLY A 0.2 PERCENT CHANCE OF GETTING HIRED



I CERTAINLY DID



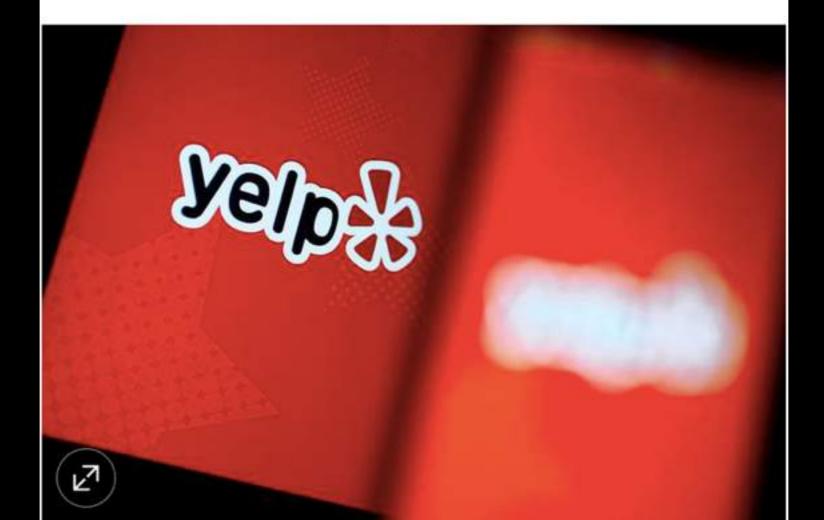
BUT HERE'S THE TRUTH

THERE'S SO MUCH MONEY FLOODING INTO TECH THAT TALENT, NOT JOBS IS THE NEW SCARCE RESOURCE

TECH

Yelp Struggles, as Competition for Talent Impedes Growth

Tougher hiring conditions could mean fewer ads sold and slower revenue growth; shares sink 25%



AND IF EVEN A TECH GIANT LIKE YELP IS STRUGGLING, HOW DOES A NEW ENTREPRENEUR HAVE ANY CHANCE OF FINDING TALENT?

THAT'S WHERE THE PRIZE MINDSET COMES IN

INSTEAD OF PUTTING ALL YOUR EGGS

INTO A SINGLE BASKET

Thank you from Google!



WARNING: SCARCITY MINDSET!

We just received your resume and would like to thank you for your interest in working at Google. This email confirms that your application has been submitted for an open position.

Our staffing team will carefully assess your qualifications for the role(s) you selected and others that may be a fit. Should there be a suitable match, we will be sure to get in touch with you.

Click on the attached file to review your submitted application.

Have fun and thanks again for applying to Google!

Google Staffing

WHY NOT REACH OUT TO AN ENTREPRENEUR

WHO'S JUST BEEN FUNDED?

CrunchBase Daily - Top Funding Rounds



Vox Media

Vox Media is redefining the modern media...

\$200M / Private Equity

Investors: NBCUniversal, Inc.



View Inc.

View Inc. is the pioneer in large-scale...

\$150M / Private Equity

Investors: Madrone Capital Partners

NZ Super Fund

Corning Incorporated



Who What Wear

Who What Wear is the leading online platform...

\$8.0M / Series B

Investors: Lerer Hippeau Ventures

Greycroft Partners

Mesa Ventures

Double M Partners

Advancit Capital

Amazon

See More (7)

SUBSCRIBE

WARNING:
PRIZE
MINDSET
AT WORK!

CHANCES ARE THEY NEED GREAT PEOPLE, PRONTO

SO FOR THE PRICE OF A COFFEE,

YOU CAN GET AN INSTANT INTERVIEW

My email to an edtech startup

Sent: Tuesday, May 3, 2011 8:25 AM

Subject: Coffee?

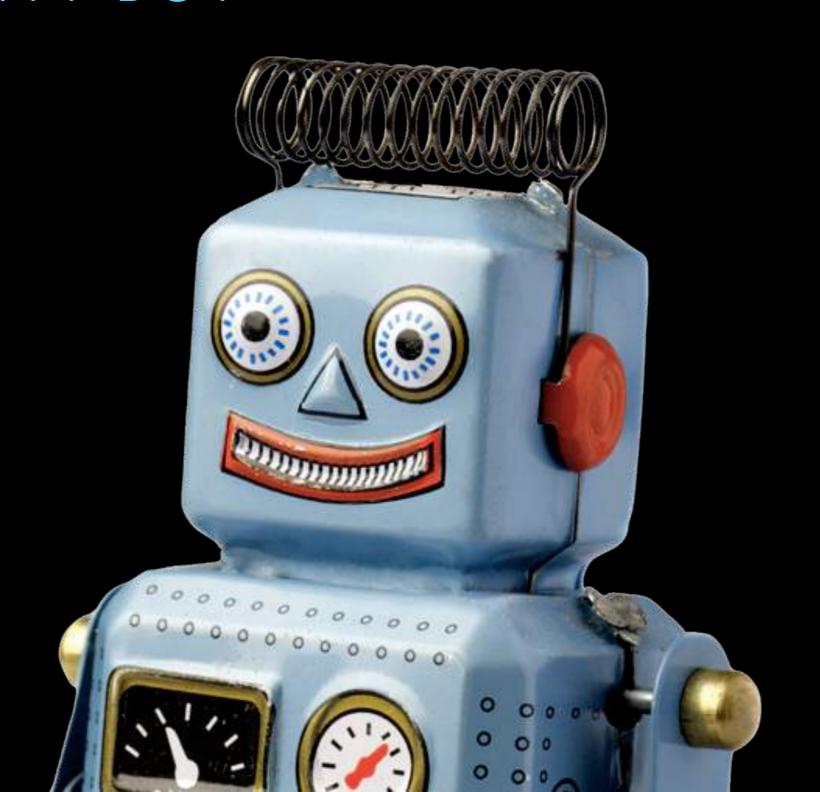
Dear Jacob,

I just saw your funding announcement on Crunchbase and my heart almost skipped a beat! You see, as a former kindergarten teacher, current marketing-focused grad student, and huge edu-gaming junkie, it's not everyday that I find both my dream company and great news about them.

Congratulations!!!

IN OTHER WORDS

DON'T BE JUST ANOTHER SCARCITY-BOT



THE PRIZE

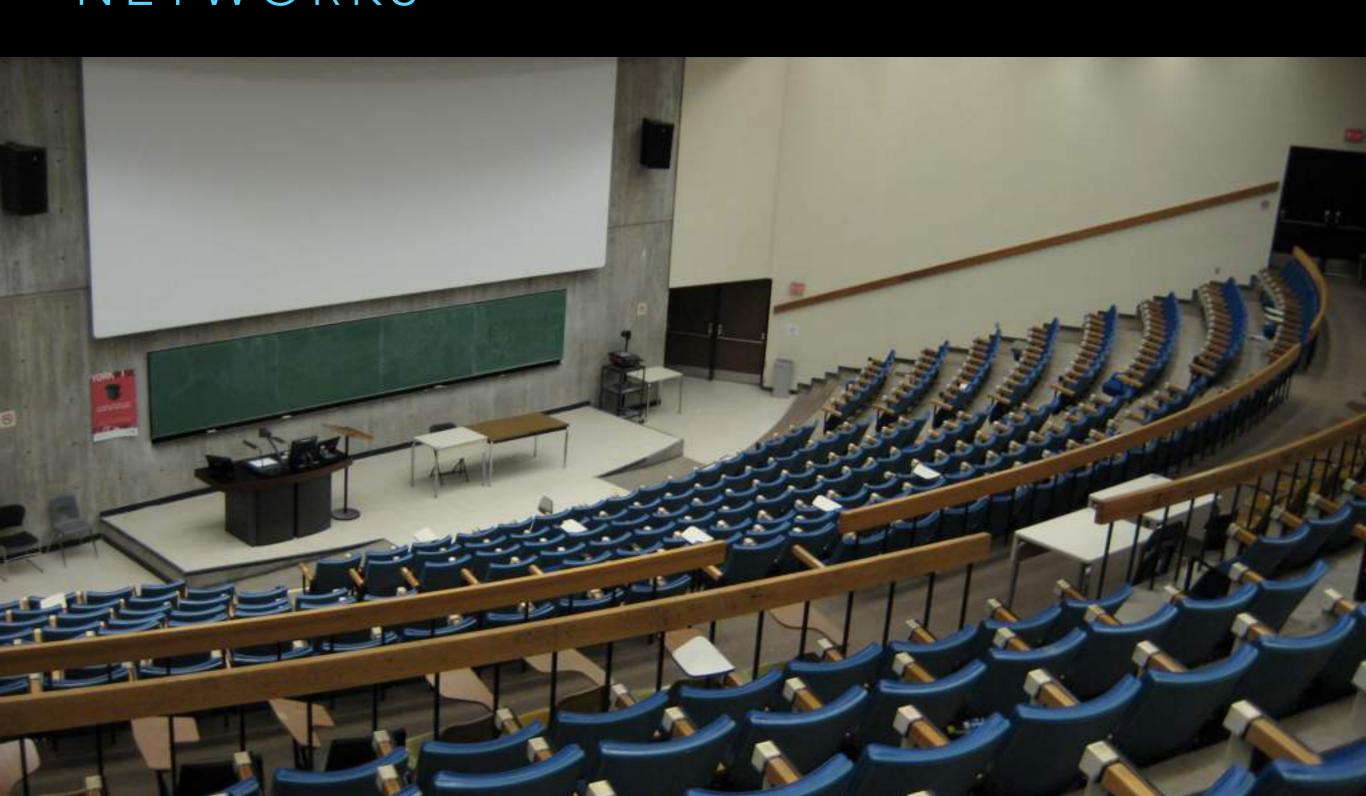


THE BOTTOM LINE: TECH EMPLOYERS NEED YOU. SO HELP THEM FIND YOU.

SECRET #4: THINK LIKE A MARKETER

IN MY MARKETING CLASS, WE SPENT A LOT OF TIME LEARNING ABOUT

COFFEE, MP3 PLAYERS, AND SOCIAL NETWORKS



WHY?

BECAUSE STARBUCKS, THE IPOD, AND FACEBOOK

ALL REPRESENT GENERIC PRODUCTS THAT BECAME DIFFERENTIATED

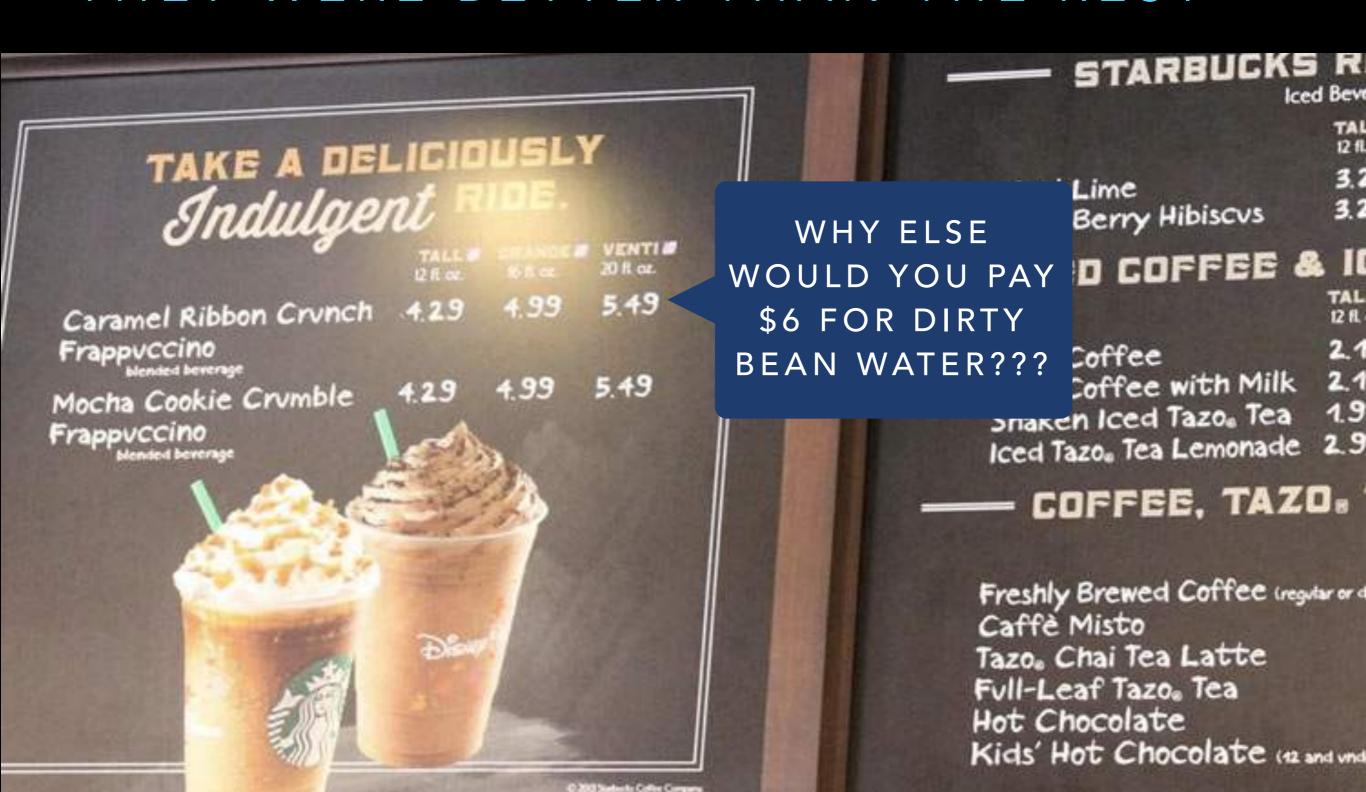






NONE WERE THE FIRST IN THEIR CATEGORIES,

BUT THEY CONVINCED CUSTOMERS THEY WERE BETTER THAN THE REST



SO HOW COME WE TURN OUR MOST PRIZED ASSET - **OUR TALENT** - INTO A COMMODITY?

YOU KNOW THE DRILL:

COPY-AND-PASTE COVER LETTERS, GENERIC RESUMES, AND STANDARD INTERVIEW ANSWERS

(Date)
(Hiring manager's name) (Company name) (Address) (City, State zip)
Dear
With years of (your profession) experience under my belt, I am seeking a position in the industry, helping (type of client you want to work with) meet their needs. Your organization has been recommended to me as one that holds great promise in this area.
My enclosed resume shows my ability to serve as a (job you are applying for). As a (former job title you held), I became familiar with the ins and outs of (a relevant skill required for the job you're going for).

EVERY CANDIDATE IS THE SAME



WHICH IS A RECIPE FOR FAILURE IN ANY INDUSTRY,

BUT ESPECIALLY IN TECH







VS



IN THIS
RAPIDLY CHANGING
WORLD,
DIFFERENTIATION
RULES!

ONCE I LEARNED THIS LESSON,

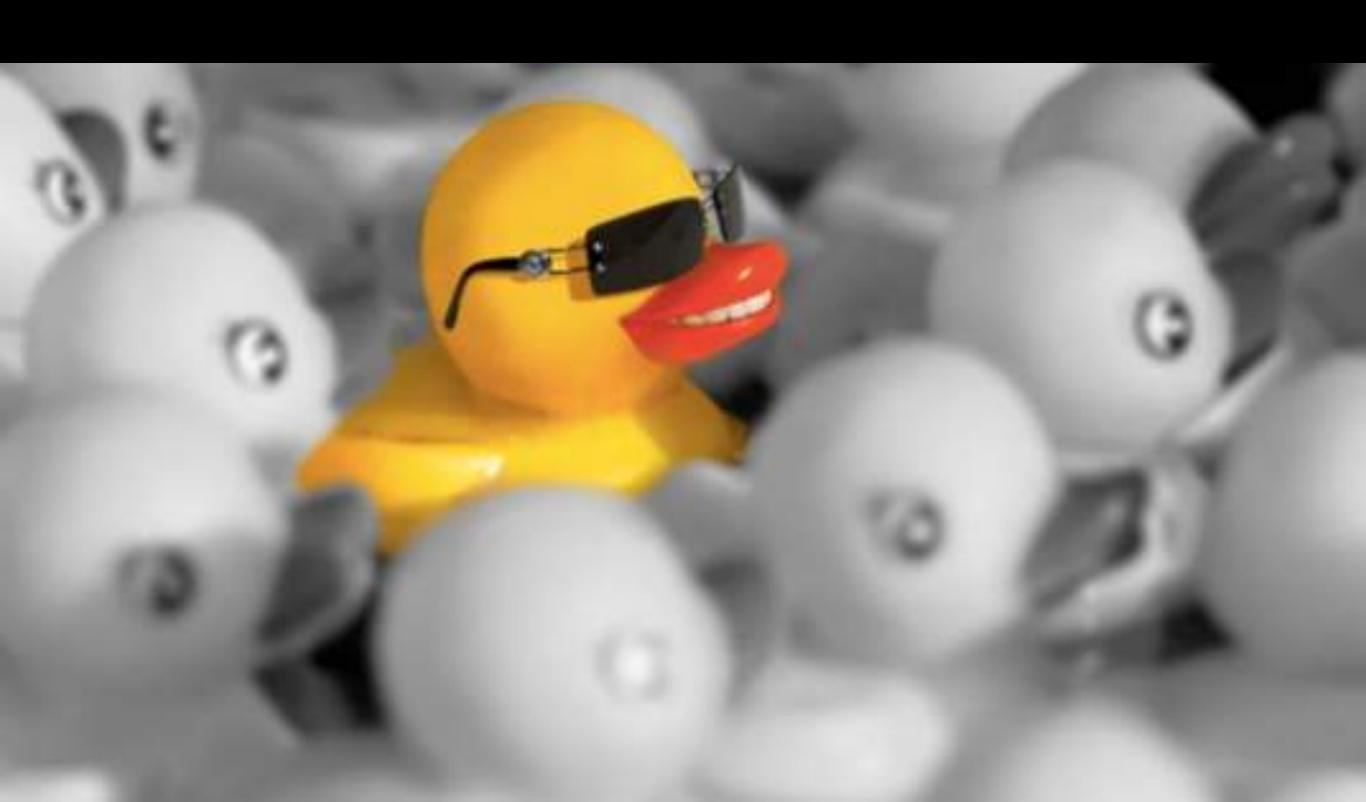
I STARTED DOING THINGS MY WAY - MY OWN FORMATS, MY OWN WAY OF SAYING THINGS

Internship Qualification		My Exper				
Experience in product marketing, direct marketing, marketing program management, or consulting with a demonstrated capacity for developing and understanding strategy.		* Developed and executed new market penetration strategie leading t * Manag iMentor,				
Affinity for analyzing products, customers and		* Condu	SUNDAY, DECEMBER 19, 2010		TIME SAVINGS	
market dynamics.		* Analyze to allocate	A New Tool Emerges? OK, if you've been following along so far, you know that I'm a bit of an efficiency freak. So before diving into the outreach phase of my search, I wanted to make sure my current results are as comprehensive as possible. And to do that, I had to make sure I was using the best tools.		make Hours	
Strong aptitude for determining the optimal way to position products in the market.		* Design upon res competit			STRESS REDUCTION	
Proven ability to successfully manage multiple projects in a dynamic environment.		* Simulta and sales product to capacity	Not content with just connecting people around the world, LI now offers a full job search engine that draws both on its own listings and those of the	No jobs found on LinkedIn that match your cr	140 100 100 ch your criteria.	
	and oral communication	* Drafted	postings aggregator Simply	No jobs found on Linkedin that match your co		
skills and an understanding of the search,		* Presen	Hired.		7/1/m 20 -	
online adı markets. <mark>Skills</mark>	Relentless Pursuit of Grov	wth				
Understa competiti working (Everywhere I've been, I've been able to find unique ways to influence the world to try new things – from getting kindergarteners to love math to persuading enterprises to purchase software.					
products	Crazy Data Nerd					
	- 0 10 10		-l . l l	f gravitating to data tool		

how to apply VLOOKUPS to teaching myself SQL. I even dressed up as ExcelMan for Halloween!

EVEN THOUGH, I WASN'T THE FIRST OR EVEN MOST-QUALIFIED APPLICANT

I STOOD OUT FROM THE PACK



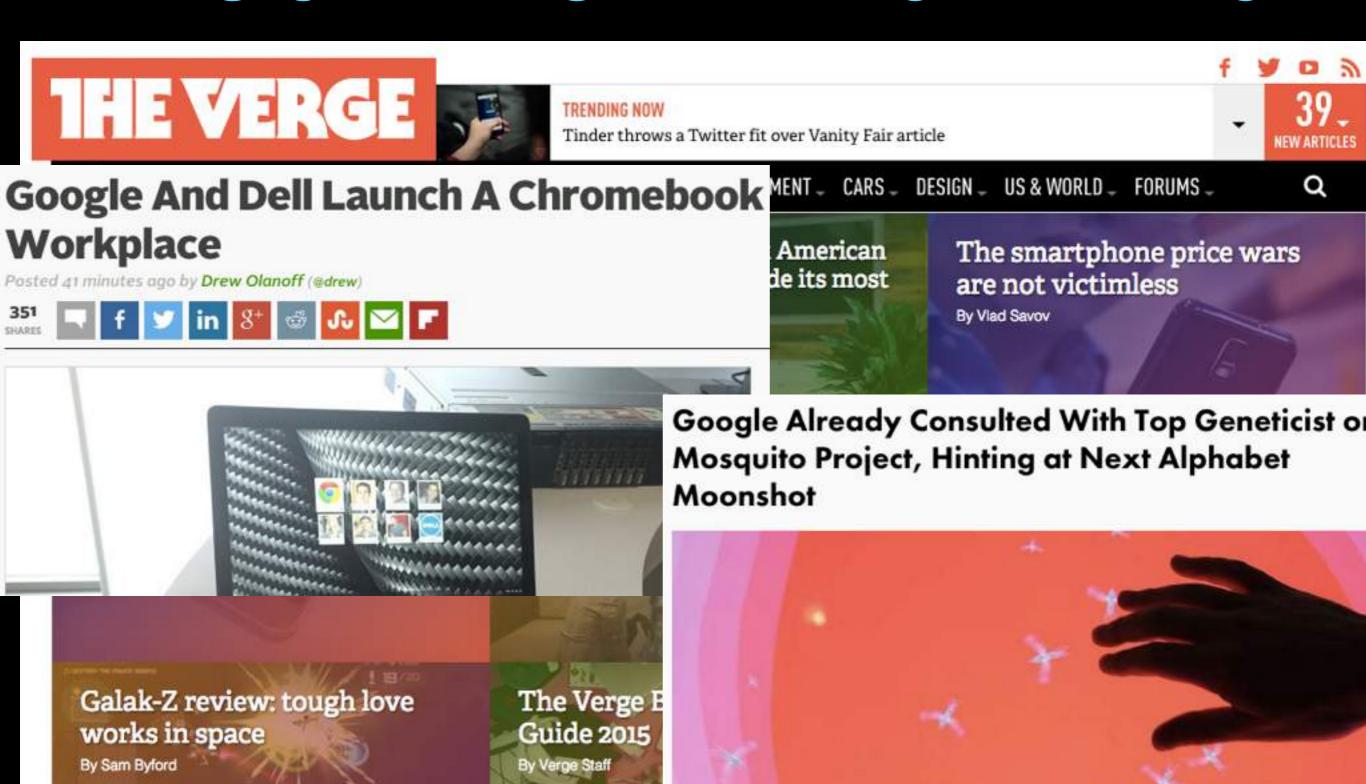
PART OF THE TEAM



THE BOTTOM LINE: DON'T BE A COMMODITY. DIFFERENTIATE YOURSELF.

SECRET #5: ONLY SHOTS ON GOAL COUNT

ABOUT TECH THESE DAYS



IT'S EASY TO CONFUSE RESEARCH WITH PROGRESS

I'D SPEND WHOLE WEEKS

"WORKING" ON GETTING A TECH JOB



WITH NOTHING TO SHOW FOR IT

THAT'S WHEN I REALIZED:

YOU ONLY SCORE WHEN YOU SHOOT



SO I REPRIORITIZED MY TIME TO MAXIMIZE SHOTS ON GOAL

APPLICATIONS/DAY

No.	Company List
1	LucasArts
2	Electronic Arts
3	Leapfrog
4	Dreambox
5	E-Line Media
6	Institute of Play
7	SmartFM
8	Apple
9	eBay
10	Fisher Price

AND SHOTS ON GOAL:

NETWORKING CHATS/DAY

No.	Company List	" <u>A</u> lumni"
1	Leapfrog	Υ
2	Vtech	Y
3	Fisher Price	Υ
4	Mattel	Y
5	LucasArts	Y
6	Electronic Arts	Υ
7	Google	Υ
8	eBay	Υ
9	Apple	Y
10	Scholastic	Y

SINCE I KNEW AN APPLICATION BY ITSELF

MIGHT NEVER REACH THE GOAL



IN A MONTH, I WENT FROM ZERO INTERVIEWS

TO FIVE



THE BOTTOM LINE: PRIORITIZE YOUR TIME ON WHAT MATTERS - NOT WHAT FEELS GOOD.

SECRET #6: THE APPLICATION IS JUST THE START

REMEMBER HOW I DISTINGUISHED BETWEEN SHOTS + SHOTS ON GOAL?

THAT'S BECAUSE THE WORST MISTAKE I EVER MADE WAS FALLING INTO THE ONLINE APPLICATION TRAP

ONCE I FINALLY STARTED APPLYING FOR JOBS,

I'D DO A DOZENIN A ROW



Associate Product Manager, University Graduate

Mountain View, CA, USA · New York, NY, USA Product Management · Full-time



Know someone who would be interested?



Find connections

Know someone at Google? Reach out to them

out our users first. From innovative software products like Gmail, YouTube, Chrome, IT'S SO bioneering mobile devices like the Android, we build products that organize the world's EASY! make it universally accessible to our users. The Product Management team works closely with our engineers to guide products from conception to launch. As part of the Product Management team, you bridge the technical and business worlds as you design services that our customers love. You'll work with Googlers from Engineering, Sales, Marketing, and Finance, to name just a few. You have a bias toward action and can break down complex problems into steps that drive product development at Google speed. As a Product Manager, you will be part of shaping Google's next moonshot.

THERE WAS JUST ONE PROBLEM...

HEARD BACK

resume-thanks@google.com

to me 🕶

Dear Applicant,

We recently received your resume and would like to thank you for your interest in working at Google. Your application has been submitted for the following positions:

Associate Product Manager - New York

After reviewing your resume, a member of our staffing team will be in touch if we find you may be a fit for the roles for which you've applied. Thanks again!

Sincerely, Google Jobs



IT WAS ONLY YEARS LATER, WHEN I WAS HIRING AT LINKEDIN, THAT I LEARNED ABOUT THE MOST DISTURBING FORCE IN THE TECH RECRUITING GALAXY

BLACK HOLE



STARING AT THE HUNDREDS OF SIMILAR APPLICATIONS,

I BEGAN TO GIVE UP

Location	Current/Last Role	Education	Date
Milpitas, CA	Account Manager	B.A Philosophy	May 27
Sunnyvale, CA	Bank Teller	associates – Business Management	May 27
Redwood City, CA	Quality Control Analyst	General education	May 26
San Jose, CA	Academic Consultant	B.A Political Science	May 26
San Jose, CA	Sales Representative		May 22
	Return Support Specialist		May 21
San Jose, CA	Marketing Program Manager	Bachelors of Computer Science – Computer Engineering	May 20
Half Moon Bay, CA	Support Clerk		May 18
Mileire OA	10/-14 -4-66	0	1440

UNTIL I LEARNED ABOUT THE 2ND-MOST POWERFUL TECH RECRUITING FORCE: REFERRALS

MY JOB BECAME EASY



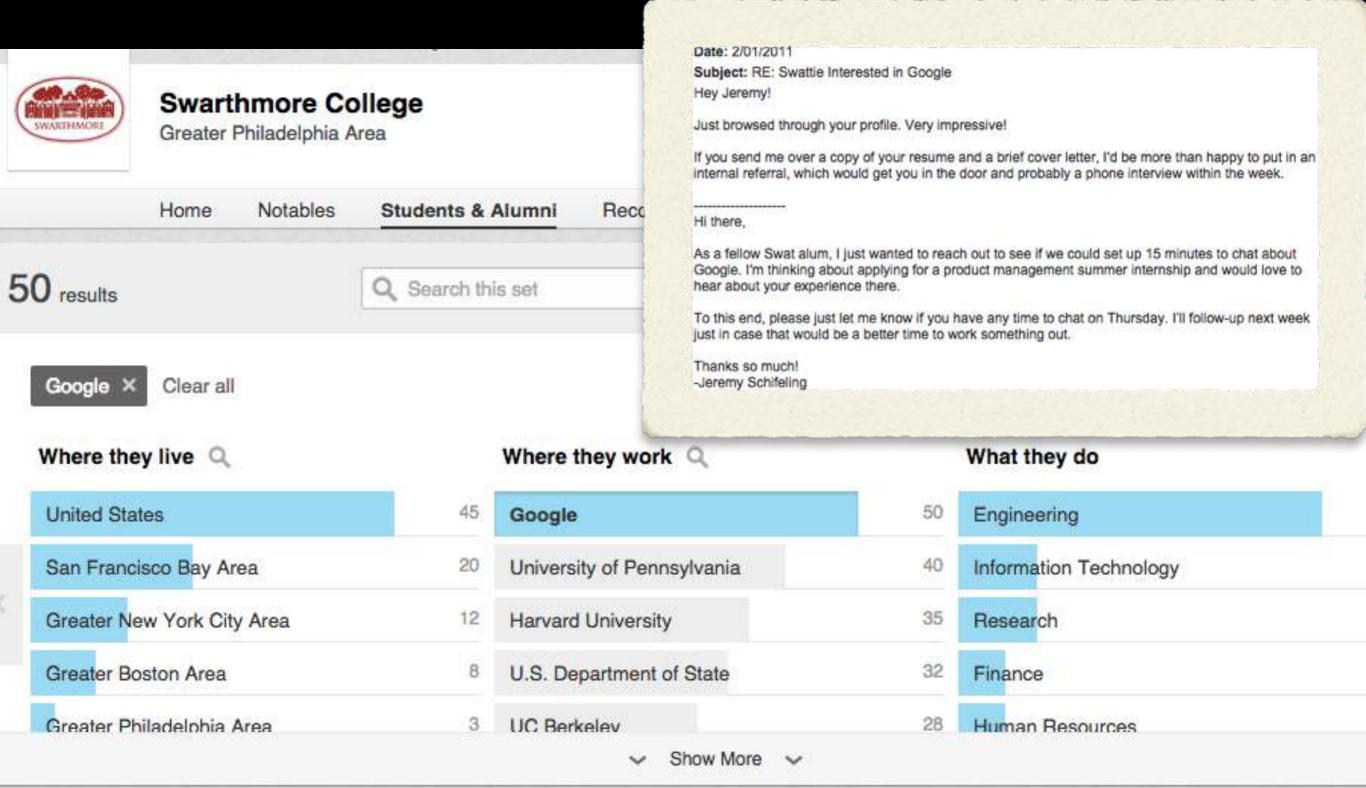
Sunnyvale, CA	Bank Teller
Redwood City, CA	Quality Control Analyst
San Jose, CA	Academic Consultant
San Jose, CA	Sales Representative
	Return Support Specialist
San Jose, CA	Marketing Program Manager

AFTER ALL, WHY TAKE A RISK ON AN UNPROVEN STRANGER WHEN I'VE GOT A SURE THING?

AND SURE ENOUGH, MY OWN EXPERIENCE AS AN APPLICANT BORE THAT OUT

AFTER YEARS OF REJECTION, I FOUND AN ALUM @ GOOGLE

WHO COULD VOUCH FOR ME



GUESS WHAT WAS IN MY INBOX?

@google.com>

to jeremysc, Lindsey -

Hi Jeremy,

Congratulations, you've been selected by the hiring managers to interview for

I have scheduled a phone interview for you per the availability you provided.

A REJECTION LETTER OF MY OWN ... :)

Dear Nikki,

Thanks for sharing this great news. Alas, I just accepted an internship with Apple for this summer. As such, I'll have to withdraw my candidacy.

Nevertheless, thanks for offering this chance to interview - I will definitely keep Google in mind for post-graduation opportunities.

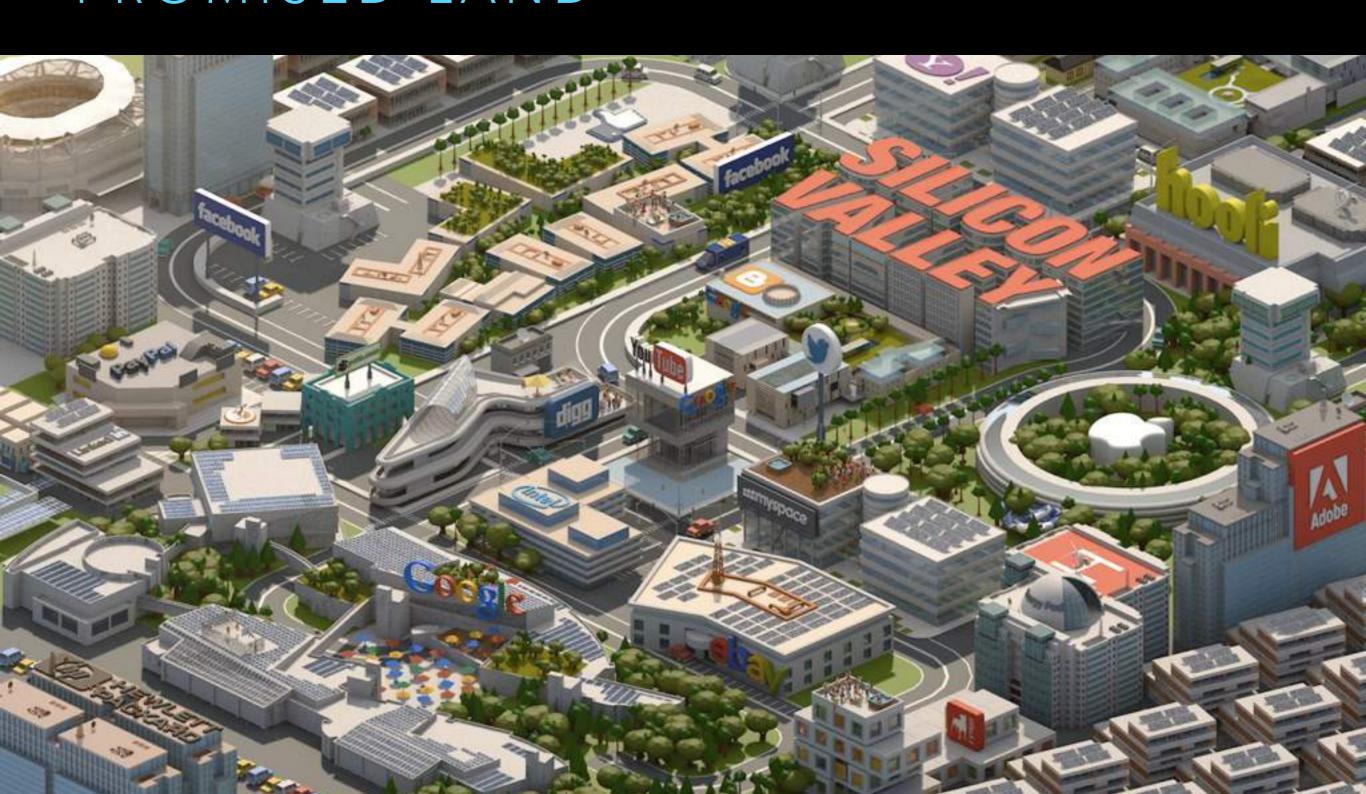
All the best, Jeremy

THE BOTTOM LINE: AN APPLICATION IS A SHOT. BUT A REFERRAL IS A SHOT ON GOAL.

SECRET #7: FOCUS ON FIT OVER PRESTIGE

AFTER YEARS IN THE WILDERNESS

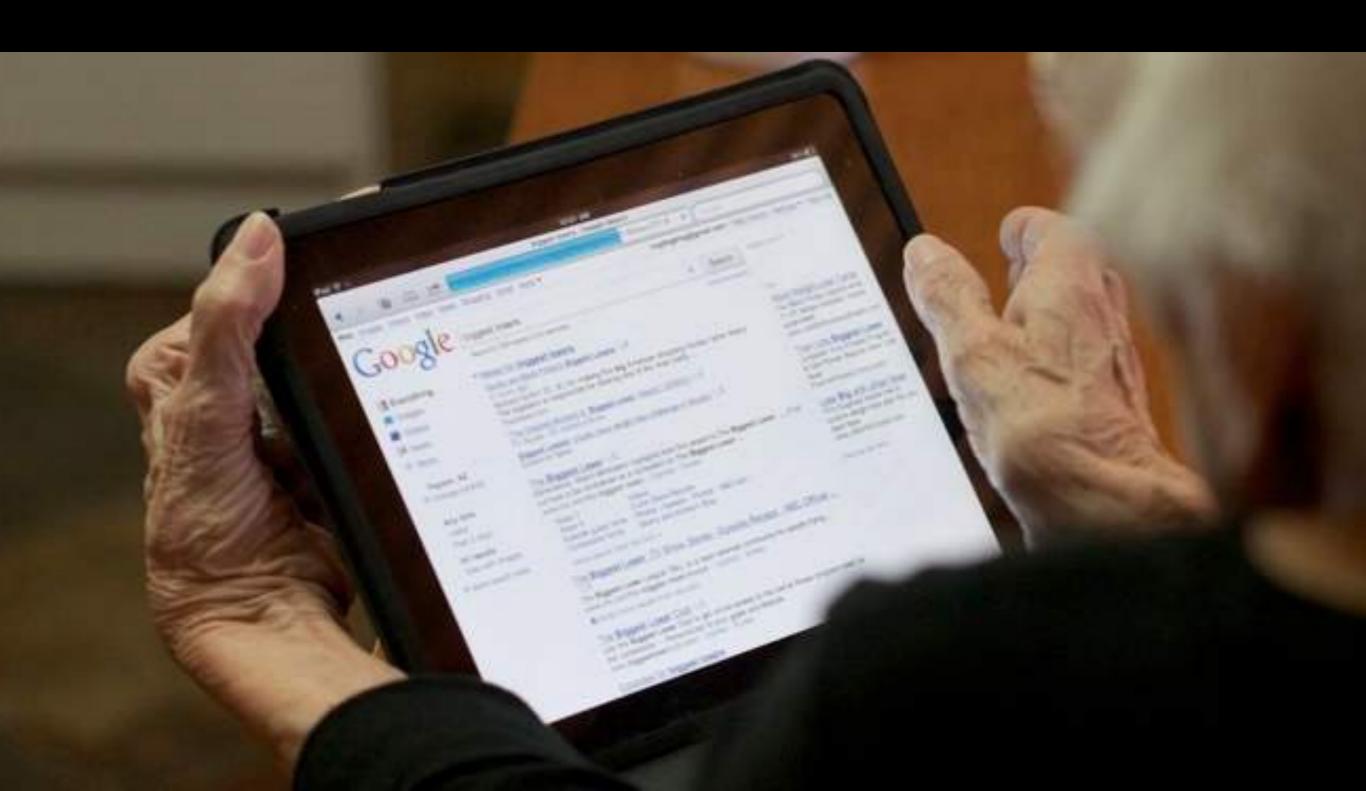
PROMISED LAND



SO WHY WAS I SO MISERABLE?

MY FINAL MISTAKE WAS PRIORITIZING PRESTIGE OVER FIT

WHEN TECH IS SO HOT, IT'S TEMPTING TO GO FOR THE COMPANY THAT EVEN YOUR GRANDMA KNOWS



BUT WHILE THAT MIGHT MAKE FOR

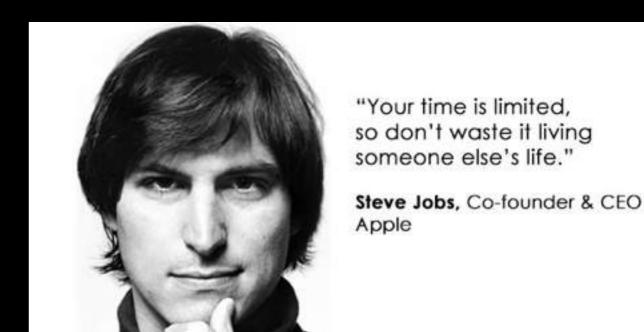
EGO-STROKING THANKSGIVING DINNERS



IT'S A LOUSY PATH TO HAPPINESS

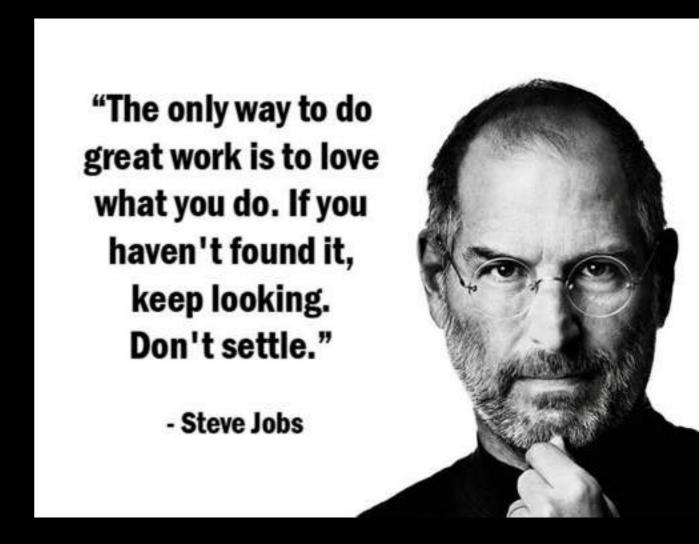
THAT'S BECAUSE PRESTIGE DOESN'T:

- Get you out of bed in the morning, excited to get to work
- Keep you motivated in the face of challenge
- Satisfy the hunger to do awesome things that brought you into tech in the first place



THE ONLY SURE PATH TO SATISFACTION IS TO:

- Find something that you love doing every single day
- Find people that you love doing it with



WHEN I GAVE UP ALL THIS



BUT WORKING WITH AN AWESOME TEAM ON THINGS THAT I CARE ABOUT?

THAT'S THE ULTIMATE PERK

THE BOTTOM LINE:
CHOOSE YOUR JOB WISELY.
OPTIMIZE FOR HAPPINESS OVER SEXINESS.

SO THERE YOU HAVE IT.

THE 7 ULTIMATE SECRETS TO TECH RECRUITING

1. You don't need tech skills to get a tech job

Tech jobs are open to you, even if you weren't a CS major. So don't give up before you start.

2. Tech wants weirdos

This is tech. Let your freak flag fly.

3. You're the prize

Tech employers need you. So help them find you.

4. Think like a marketer

Don't be a commodity. Differentiate yourself.

5. Only shots on goal count

Prioritize your time on what matters - not what feels good.

6. The application is just the start

An application is a shot. A referral is a shot on goal.

7. Focus on fit over prestige

Choose your job wisely. Optimize for happiness over sexiness.





HELP ALONG THE WAY



FREE INSIDER SECRETS

THE ULTIMATE GUIDE TO
NON-TECHNICAL TECH JOBS

GET IT

WHAT ARE TECH COMPANIES
REALLY LIKE?

GET IT

Don't miss any new reports!

SUBSCRIBE TO THE NEWSLETTER

PAY IT FORWARD











As a former teacher,

I believe in sharing everything I've learned.

So, in that spirit, please share!

