## BREAK INTO TECH

THE 7 ESSENTIAL SECRETS OF TECH RECRUITING

## THERE'S NO DENYING IT: TECH IS HOT

WE WAKE UP WITH IT

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: /I'maudzi/
NOUN (PLURAL SAME OR EMOIS)
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'

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


## IT'S NO WONDER: <br> BREAKING INTO TECH IS HARD

AND I'M LIVING PROOF

I BEGAN MY CAREER AS A KINDERGARTEN TEACHER


## BUT WASTED DOZENS OF RESUMES ON TECH COMPANIES <br> THAT NEVER RESPONDED

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...UNTIL I FINALLY CRACKED THE CODE

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

THAT TOOK ME
FROM HERE


то

## 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

BECAUSE EVERY DAY I'D WAKE UP TO
HEADLINES LIKE THESE

## Computer science students are in demand and they know it

## Hottest major on campus? Computer science

## Obama To Students: Give Up <br> Your Art History Degree And Work In A Factory

BUT HERE'S THE
DIRTY LITTLE SECRET OF TECH

## EVERY TECHNICAL JOB

## 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
ENGINEERING
OPERATIONS
OUALITY
ASSURANCE

| NON-TECHNICAL ROLES |  |
| :---: | :---: |
| ENTREPRENEURSHIP | \# |
| 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 ANDPROJECT | 12,172 |
| ADMINISTRATIVE | 11,481 |
| FINANCE | 10,464 |
| EDUCATION | 9,361 |
| RESEARCH | 8,994 |
| HUMAN RESOURCES | 8,353 |
| COMMUNITY AND SOCIAL | 7,272 |
| HEALTHCARESERVICES | 5,204 |
| ACCOUNTING | 4,765 |
| LEGAL | 3,600 |
| REALESTATE | 2,204 |
| MILITARY ANDPROTECTIVE | 1,376 |
| PURCHASING | 1,208 |
| TOTAL | 383,655 |

Source: Linkedln, 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: <br> TECH WANTS WEIRDOS

## REMEMBER ALL MY RESUMES

## THAT NEVER WENT ANYWHERE?

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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

TECH COMPANIES WERE FOUNDED BY PEOPLE 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!

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: <br> YOU'RE THE PRIZE

REMEMBER WHEN YOU WERE A KID AND HAD YOUR HEART SET ON THE PERFECT PRESENT?


AND NOTHING ELSE

## 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



## GOOGLE

 REJECTED ME FOR THE 3RD TIME. GUESS$$
\begin{aligned}
& \text { I'M JUST NOT CUT } \\
& \text { OUT FOR TECH. }
\end{aligned}
$$

BUT HERE'S THE TRUTH

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

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

## Yeloris

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!

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 Googlel
Google Staffing

## WHY NOT REACH OUT TO AN ENTREPRENEUR

## WHO'S JUST BEEN FUNDED?

## CrunchBase Daily - Top Funding Rounds <br> Vox Media <br> Vox Media is redefining the modern media... <br> \$200M / Private Equity <br> Investors: NBCUniversal, Inc. <br> View Inc. <br> view <br> View Inc. is the pioneer in large-scale... <br> \$150M / Private Equity <br> Investors: Madrone Capital Partners <br> NZ Super Fund <br> Corning Incorporated <br> WHAR <br> Who What Wear <br> Who What Wear is the leading online platform... <br> \$8.0M / Series B <br> Investors: Lerer Hippeau Ventures <br> Greycroft Partners <br> Mesa Ventures <br> Double M Partners <br> Advancit Capital <br> Amazon <br> See More (7)

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

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



BE

## THE PRIZE



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

## SECRET \#4: <br> 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 <br> THEY WERE BETTER THAN THE REST



## SO HOW COME WE TURN OUR MOST

 PRIZED ASSET - OUR TALENT INTO A COMMODITY?
# COPY-AND-PASTE COVER LETTERS, GENERIC RESUMES, AND STANDARD INTERVIEW ANSWERS 

Dear $\qquad$ ,

With $\qquad$ years of $\qquad$ (your profession) experience under my belt, I am seeking a position in the $\qquad$ industry, helping $\qquad$ (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 $\qquad$ (job you are applying for). As a $\qquad$ (former job title you held), I became familiar with the ins and outs of $\qquad$ (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



## ONCE I LEARNED THIS LESSON, <br> I STARTED DOING THINGS MY WAY - MY OWN FORMATS, MY OWN WAY OF SAYING THINGS



EVEN THOUGH, I WASN'T THE FIRST OR EVEN MOST-QUALIFIED APPLICANT I STOOD OUT FROM THE PACK

WHICH EARNED ME A SHOT TO BE
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

American le its most

The smartphone price wars are not victimless
By Viad Savov

Galak-Z review: tough love works in space
By Sam Bytord

The Verge : Guide 2015 By Verge Staff

Google Already Consulted With Top Geneticist o Mosquito Project, Hinting at Next Alphabet Moonshot

## 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

I SET QUOTAS FOR BOTH SHOTS:
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
"Alumni"
1 Leapfrog

2 Vtech
3 Fisher Price
4 Mattel
5 LucasArts
6 Electronic Arts
7 Google
8 eBay
9 Apple
10 Scholastic

## SINCE I KNEW AN APPLICATION BY ITSELF

## MIGHT NEVER REACH THE GOAL



IN A MONTH, I WENT FROM ZERO INTERVIEWS

## TO FIVE



## Microsoft <br> amazon.com

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,

## Associate Product Manager, University Graduate

Mountain View, CA, USA • New York, NY, USA
Product Management • Full-time
$\mathrm{Q}^{+} \otimes$ Know someone who would be interested?

APPLY NOW
Find connections Know someone at Google? Reach out to them

IT'S SO
EASY! put our users first. From innovative software products like Gmail, YouTube, Chrome, pioneering mobile devices like the Android, we build products that organize the world's 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,

THE ONLY
RESPONSE I EVER GOT!

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

## THE ONLINE APPLICATION

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, <br> 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 |
| San Jose, CA | Marketing Program Manager | Bachelors of Computer Science - Computer |  |
| Half Moon Bay, <br> CA | Support Clerk | Engineering | May 20 |

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

AS SOON AS MY COLLEAGUES STARTED RECOMMENDING CANDIDATES, MY JOB BECAME EASY

## Sunnyvale, CA Bank Teller

Redwood City, CA

San Jose, CA

San Jose, CA

San Jose, CA

Sales Representative

Return Support Specialist
Quality Control Analyst

Academic Consultant

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



## Swarthmore College

Greater Philadelphia Area


Date: $2 \pi 01 / 2011$
Subject: RE: Swattie Interested in Google
Hey Jeremy!
Just browsed through your profile. Very impressive!
If you send me over a copy of your resume and a brief cover letter, I'd be more than happy to put in an internal referral, which would get you in the door and probably a phone interview within the week.

Hi there,
As a fellow Swat alum, I just wanted to reach out to see if we could set up 15 minutes to chat about Google. I'm thinking about applying for a product management summer internship and would love to hear about your experience there.

To this end, please just let me know if you have any time to chat on Thursday, I'll follow-up next week just in case that would be a better time to work something out.

Thanks so much!
-Jeremy Schifeling

AND THE NEXT DAY,

## 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.

## WHICH ALLOWED ME TO SEND

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, l'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

## I FINALLY MADE IT TO THE TECH 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 <br> PRESTIGE <br> 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
"The only way to do great work is to love what you do. If you haven't found it, keep looking. Don't settle."
- Steve Jobs


## PEOPLE SAID I WAS CRAZY

WHEN I GAVE UP ALL THIS


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

## THAT'S <br> 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.

THE JOURNEY TO TECH IS A LONG, HARD ONE BUT IT'S SO WORTH IT.

WHERE ELSE CAN YOU INVENT THE FUTURE

## AND HAVE THE TIME OF YOUR LIFE DOING IT?



I'M HAPPY TO
HELP ALONG THE WAY

EMAIL ME AT
JEREMY@BREAKINTO.TECH

AND SHARE MORE

## FREE INSIDER SECRETS



## ALL I ASK IS THAT YOU

## PAY IT FORWARD



As a former teacher, I believe in sharing everything l've learned.

So, in that spirit, please share!

HERE'S WISHING YOU

## GOOD LUCK ON THE JOURNEY!



