

## Top 4 tips for hiring developers



### 1. Structure

Use a consistent question set to enable a fair and accurate evaluation of candidates. It allows for a consistent calibre of candidates, regardless of who is interviewing.

Tip: Look for people who can walk you through a solution without relying on jargon.

### 2. Culture

When you are evaluating cultural fit, look out for the way they speak about past teammates, care for their clients and what they want their career path to look like.

Tip: If they can show you their personality, and make you feel comfortable, imagine working with them!

### 3. Practical timed tests

It's important to have a practical test for every role in the business. This helps you weed out people who know the theory but cannot put it into practice.

Tip: Make sure you provide a tight deadline for the test to be completed. This evaluates performance under pressure.

### 4. Speed

Once you've worked out how to select the right people - you've then got to make it FAST. Good developers have lots of choices and go quickly.

Tip: Trust in your hiring process and don't delay in making the offer.



Fraser Hamilton  
Head of Development, Integrity



4mation provided a great team that aren't just great developers, they actively engage and support us in our mission and the work that we do.

