Recruiting and Retaining Top Tech Talent in the Legislature

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Creating a Culture

• Are you a manager or a leader?
• “If you always do what you always did, you will always get what you always got.” - Albert Einstein
• “It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do.” – Steve Jobs
• Always hire the best person for the job, you can’t create diversity.
• “None of us is as smart as all of us.” - Ken Blanchard
• “Technology is nothing. What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them.” – Steve Jobs
Creating the Right Environment

- Workspace
- Perks
- Work-life balance
What technologies are you using?

- Opensource
- The right tool for the right job
- What new technologies excite you?
Continued Education

- Books
- Online training
- Conferences
- Certifications
Team Building

- Hackathons
- Lunch
- Star Wars
- Birthdays/Anniversaries
Personal Development

- Development plans
- Structured career path
- Mentoring
Show me the money!

- Be as competitive as you can
- Sell your strengths
- Break it down
  - $65K @ 37.5 hours per week
  - $34.67 per hour
  - $80K @ 70 hours per week
  - $22.86 per hour
Recruiting Top Talent

- College recruiting fairs
- Work with top professors
- Internships
- Local Meetups
- Network with your peers
- Get out there and tell your story
Contact Information

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