



# Teach your computer to do your work for you

Let technology be your co-pilot

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# Wanna be Cyborg

Greetings! I'm Florian: sourcer, researcher, recruiter, Romanian, english/german speaker, tower defense gamer, android lover, iOS hater, cat owner, nature walker, honest, engineer, aerospace graduate, joker, ping-pong amateur, tech savy, dreamer, realist, Sci-Fi fan, Anime weekly watcher, beer drinker, nice guy.



# Agenda

## 1 Why is programming so popular?

It's personal

## 2 Lets play with numbers

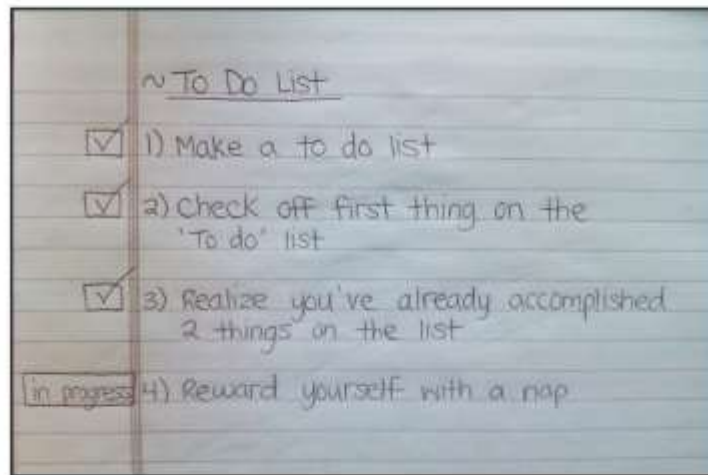
How much time does it actually take to hire, lets say a >>> Senior Java Developer

## 3 DEMO - Macro recorder the tool for the next gen HR

A HR Cyborg is a fictional or hypothetical person whose abilities are extended beyond normal human limitations by mechanical elements built around their body.

## 4 YOU - Use your creativity

Think like a Cyborg, automate the boring part



# 1. Why is programming so popular?

## 1 Tom D: 25 years of owning/using computers, previously worked as programmer

Many people like to build things. Artists can paint great things. Children build castles out of legos. You build things related to your interests.

## 2 Michal Y: I program, and I teach people to program.

Frederick Brooks answered this one in 1974 in his book, The Mythical Man-Month:

Why is programming fun? What delights may its practioner expect as his reward?

-First is the sheer joy of making things. As the child delights in his mud pie, so the adult enjoys building things, especially things of his own design.

-Second is the pleasure of making things that are useful to other people. Deep within, we want others to use our work and to find it helpful.

-Third is the fascination of fashioning complex puzzle-like objects of interlocking moving parts and watching them work in subtle cycles.

-Fourth is the joy of always learning, which springs from the nonrepeating nature of the task.

## 3 Matt S: learned to use a computer before he could walk

Software is an extension of your brain, much like a tennis racket is an extension of your arm.

The Quora logo is displayed in a large, bold, red serif font, centered within a thin black rectangular border.

## 2. YOU - Tell me about you



### Time

How much time does it take to hire a Senior Technical person?

How many people do you have to source?

How many people do you have to contact?

How many times do you have to contact a person before you get a response?



### Creative VS Boring work

How much time do you spend doing boring computer stuff?

What are those boring things that you do?

Do you send personalized messages?



### Tech savvy

What tools do you use in your day to day activity?

Are you familiar with sourcing techniques?

Do you use LinkedIn, Github, Stackoverflow?

### 3. ME - Lets play with numbers

Senior Java Developer - Case study

**100%** 

Reach out to roughly 60 - 80 people

**40%** 

People get back to me

## 4. ME - Lets play with numbers

Senior Java Developer - Case study



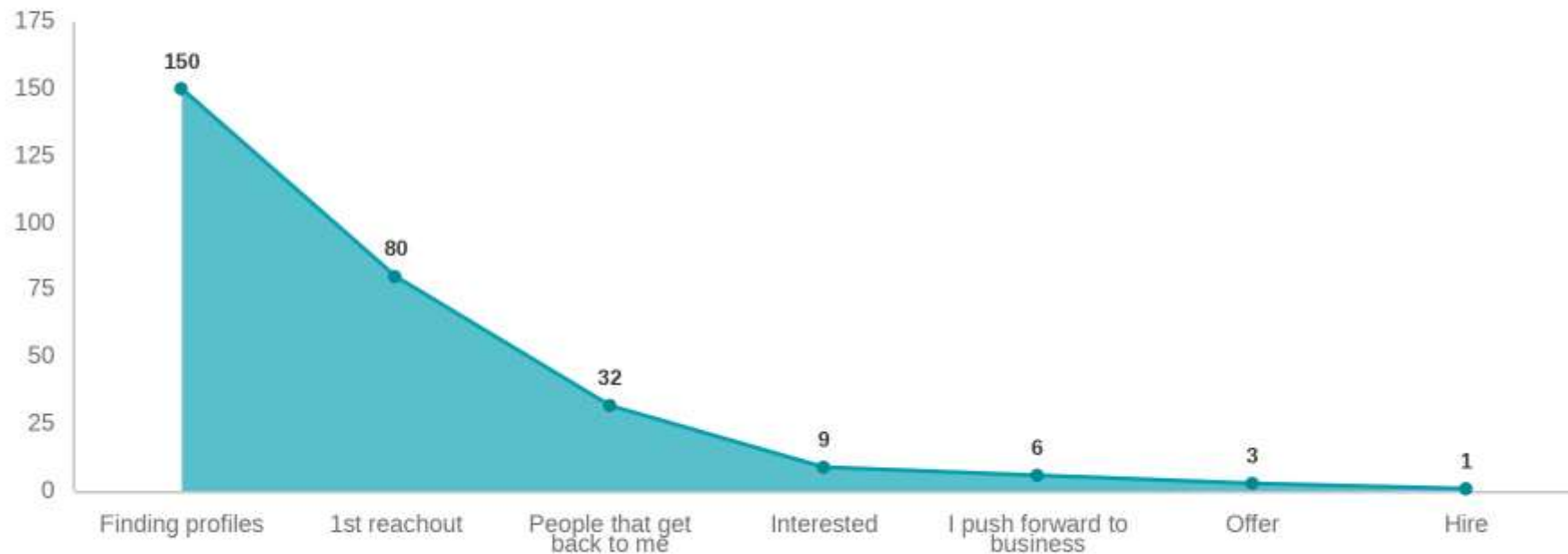
## 5. ME - Lets play with numbers

Senior Java Developer - Case study





## 6. ME - Lets play with numbers



A photograph of two young children sitting at a desk with a laptop. The child on the left is a boy with short dark hair, wearing a dark t-shirt with a graphic, and has his right arm raised in the air. The child on the right is a girl with blonde hair in braids, wearing a striped shirt, and is pointing at the laptop screen with a wide, joyful expression. The entire image is overlaid with a semi-transparent teal color. The text '2 or 3 people in final stage' is centered in white, bold font, with 'HIRE!!!' in a smaller white font below it.

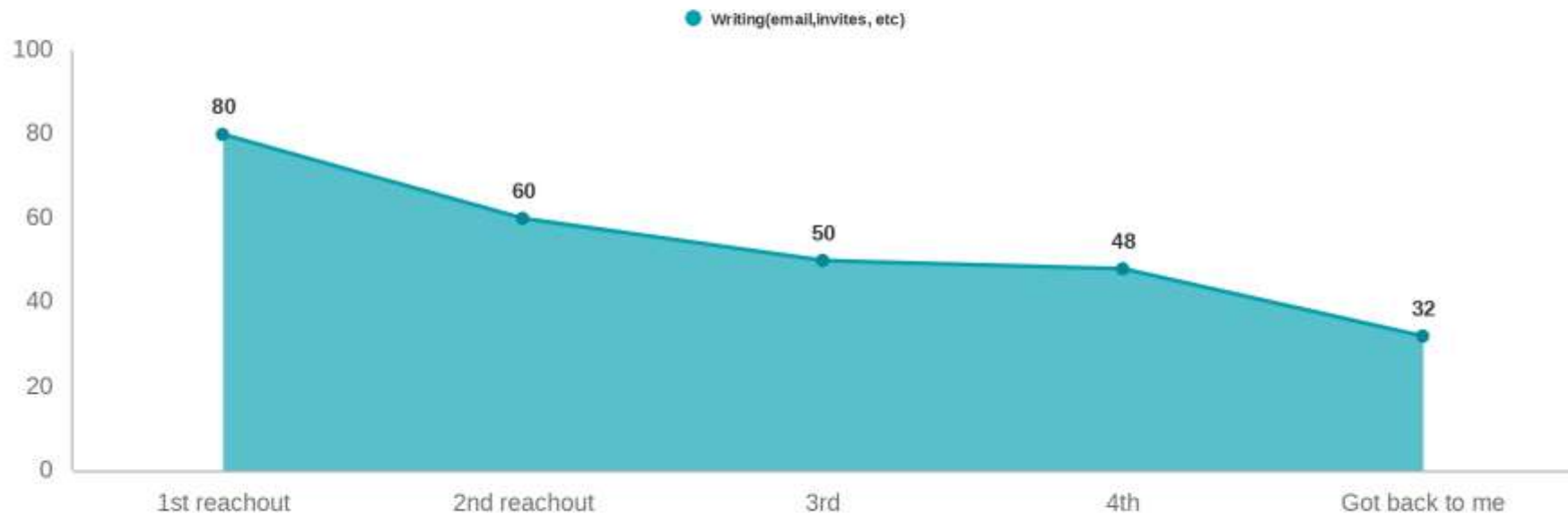
**2 or 3 people in final stage**

HIRE!!!

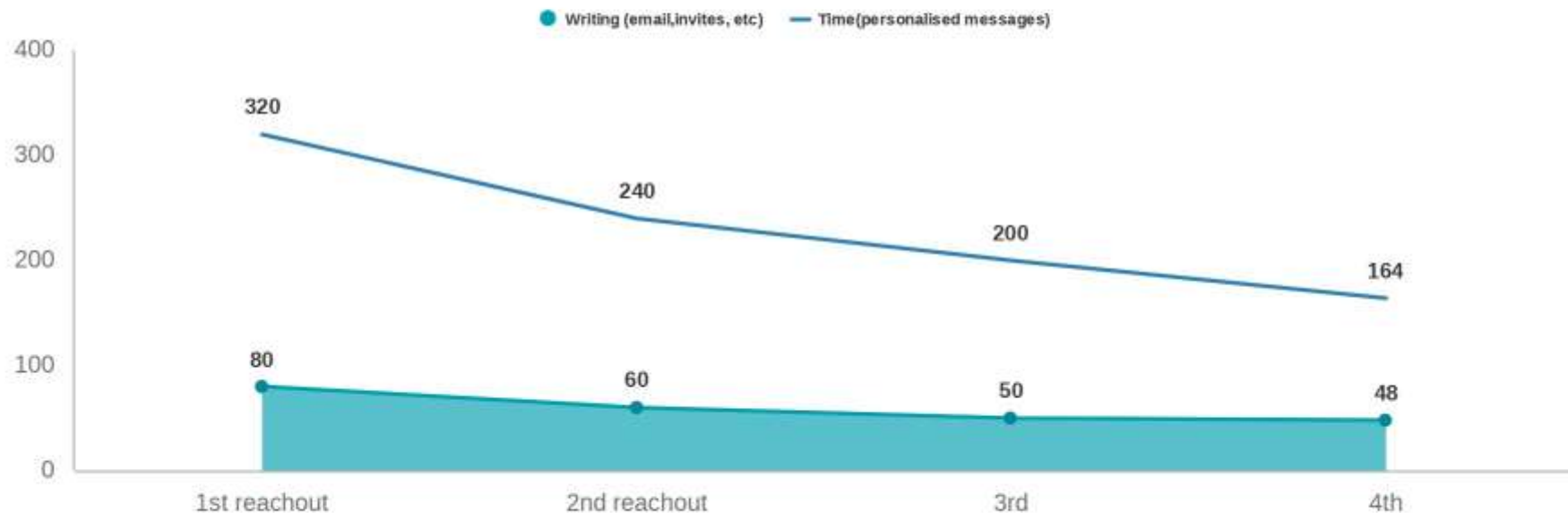
A photograph of two people in costumes at a party, overlaid with a red tint. The person on the left is wearing a large, curly wig, glasses, and a white jacket with a dark pattern. The person on the right is wearing a black hooded robe with a white skull mask and a striped shirt. The text "or not..." is centered in white over the image.

**or not...**

## 9. ME - Lets play with numbers



## 10. ME - Lets play with numbers



**15.4 hours**

Just to sent messages





**+ profiling**  
**+ reading resumes**  
**+ reports**  
**+ interviews**  
**+ talking with to**  
**the interested**  
**people**  
**+ talking to**  
**Hiring Manager**



**\* 5 - 15 open  
roles at any  
given time**



**Solution?**



## 15. DEMO - Jitbit Macro recorder the tool for the next gen HR



**Time saver**



**Flexible**

If you think like a programmer

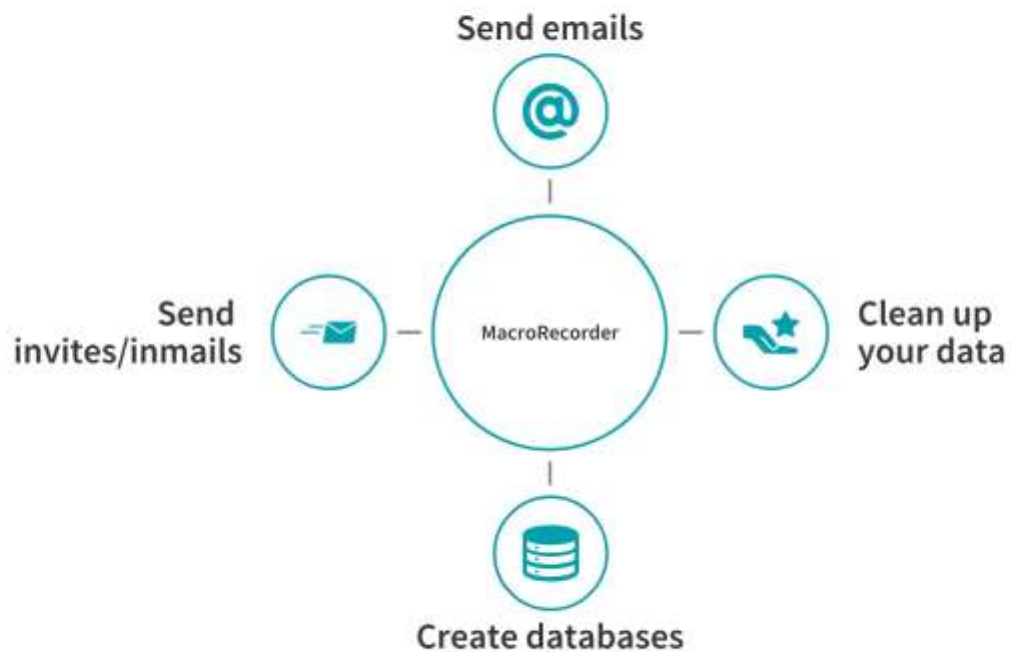


**Universal**



# 16. Examples

<http://bit.ly/2vhwZ91>



## 17. YOU - Use your creativity



- **Brainstorming**

How would you apply it?

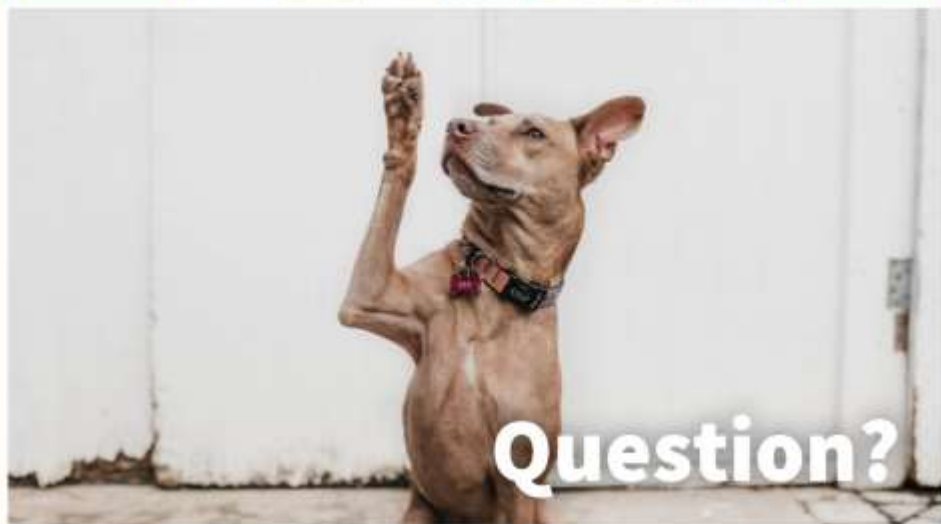
That's It!

**Now Go Forth  
& get rid of the  
boring stuff!**



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**Question?**