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Tutorial

SRE Merged with Hiring Practices

Having exact keywords in a resume can be very important due to automated filtering that occurs with certain hiring practices. This has to be specific, for example, simply saying your previous employer was Github is not enough. You would want to then say you have experience with version control. The worst outcome of hiring procedures that implement keywords along with Title 5 would be that some employees will submit 30-40 page resumes and those will score highly due to having so many keywords. This is even the case if a lot of the information is irrelevant to the job they are applying to.

When candidates are given a self-assessment survey in this sort of hiring process it is actually better to lie and just give yourself all the max scores or you could simply be automatically rejected. Veterans also get a noticeable boost in the hiring process. This can happen even to the point of hiring a veteran over someone more qualified.

This sort of hiring process is actually quite widespread. This is due to the HR reps for each agency having the discretion to run the hiring process how they would like to, however, they often proceed with what they perceive to be a route safer from a liability perspective. The HR reps want to avoid the possibility of competitive hire being challenged in the courts. As an aside, the government agencies that often implement these hiring practices tend to have policy limiting tech implementation in obscure ways.

Marianne Bellotti believes that applying the practices of site reliability engineering to a problem such as the hiring process mentioned earlier can be helpful. When tackling this issue Marianne decided not to try to solve the issue of problems occurring but to be able to have a system where employees could identify a problem as it was still developing. Furthermore, they found an issue with creating a system that would hire highly diversified yet qualified people. In their opinion, when dealing with large numbers of hires they could either have a system optimized for finding highly qualified people, or a system optimized for finding highly diversified candidates that could then be trained to the skill level they would need to be at.

The outcome of Marianne Bellotti's work was a hiring process now employed by a large number of government agencies. With the new process, an agency can have one of their senior software engineers interview the software engineers looking to be hired. Along with that, there are generally a couple rounds of interviews before candidates are ranked. A veteran software engineer was not to be given points simply due to having years in the field. They were to be judged on the same standards as the rest of the candidates without assumption. Despite concerns about discrimination lawsuits coming from this new hiring process the fears were alleviated shortly after implementation. This is likely partially due to women on average scoring higher than men at the start of the rollout.