

Re: Job Description(s)

I've been on both sides of that particular barbed-wire fence. Now I'm the guy doing the hiring, and it ain't easy. Nobody presents a bad resume or bad references; everybody says they're cooperative team players; everybody says that all their projects were successful and that they earned \$39 million for their last employer (for whom they worked for seven months before they went out of business.)

Last guy we hired sounded great – everybody loved him in the interviews, looked like a perfect fit. And things appeared to be working out OK. It was marketing, so results are hard to quantify, but "the optics" were good. Then he applied for a week off (with pay) for "jury duty" which didn't exist. When we checked his pc for an email, we found they he actually spent most of his time downloading and viewing asian porn, and burning stacks of dirty CDs. We shipped him back all his "personal effects", some of which were *absolutely* not job-related.

The sad truth is that you never know anything about a person (or an employer, as far as that goes) until you work with them. And there's a lot of responsibility on both sides of the issue, which is why employers tend to "over-interview" out of caution, even when it doesn't do a lot of good. Interviewers tend to pass the prospect around to a lot of other people, who tend to ask the same dumb questions, to distribute the responsibility and potential guilt if the guy is hired but doesn't work out. The worst feeling one gets in this business is when you hire somebody, maybe move them thousands of miles to a new place, and six months later come to the horrible realization that it's not going to work.

Having been on both sides, being the applicant is a lot easier. Which is not to say that there aren't a huge lot of HR fatheads out there.

Roger agencies being scum.

John

-
- *Follow-Ups:*
 - ◆ *Re: Job Description(s)*
◇ *From: Walter Harley*

 - *References:*
 - ◆ *Job Description(s)*
◇ *From: Genome*

 - Prev by Date: *Re: Job Description(s)*

Re: Job Description(s)

- Next by Date: ***Re: Twilight for the fishes, we say goodbye to our great Clown Loach.***
- Previous by thread: ***Re: Job Description(s)***
- Next by thread: ***Re: Job Description(s)***
- Index(es):
 - ◆ ***Date***
 - ◆ ***Thread***