



How to Hire Spectacular Drupal Developers in Latin America

**What are you
going to learn?**

Hopefully something useful



What to look
for

+

How to Hire

+

How to
Maintain

+

Take Action



Why you should listen to me?

Not sure if you should



Every day

+

World of
Hiring

+

Successful
Company

+

Add Value



The Black Box Problem

It's going to be OK



What is the black box problem

- Hired this unknown vendor
- Send tasks and timelines without much involvement
- Expect a perfect product back



What to look for

Not always what you think



Culture

- Personality and taste
- TV programs
- Food
- Hobbies
- Travel
- Expect a difference, of course



Locus of Control

- It matters

External Locus of Control

Individual believes that his/her behaviour is guided by fate, luck, or other external circumstances

Internal Locus of Control

Individual believes that his/her behaviour is guided by his/her personal decisions and efforts.



Hispanics

Americans



Communication Expectations

- Because of locus of control, you have to make sure expectations are clear
- Explain Expectations
- Ask for daily reports
- Have constant communication
 - Twice a day: mornings, afternoons



How to Hire

Do your homework, get involved



Interviews

- Personality interviews
- Communication interviews
- Client facing interviews



Code Challenges

- Live Challenges
- 2-3 days Challenges



Short Term Trial

- Get Involved in the Trial
- Be patient
- Don't judge on Env Setup



How to Maintain the Relationship

How to “live happily ever after” with the
relationship



Come and Visit

- Travel and visit who you are working with
- Meeting people in person always improves the relationship
- Do some turism



Get to Know Who You Work With

- Sit next to the person to see their working habits
- Talk with them about other stuff including hobbies and dreams
- Tell good stories about you and let them tell stories
- At the end, this is a human relationship



Bring them Over

- Improves their morale
- Open their minds
- You'll have a motivated worker that is willing to do a lot



Tools

What you can do to take action now



Tools You Can Use

- Daily Reports
- Chat Scrums



Thanks :)

Questions?

