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conversation with a local monk a breathtaking view from a mountaintop or a shared meal with new friends As you explore this beautiful country I encourage you to embrace the slow pace savor the small details and most importantly to travel with an open heart and mind May this guide inspire you to step off the beaten path explore Laos responsibly and most importantly to make unforgettable memories Welcome to Laos *The Holloway Guide to Technical Recruiting and Hiring* Osman (Ozzie) Osman,2023-08-15 Learn how the best teams hire software engineers and fill technical roles *The Holloway Guide to Technical Recruiting and Hiring* is the authoritative guide to growing software engineering teams effectively written by and for hiring managers recruiters interviewers and candidates Hiring is rated as one of the biggest obstacles to growth by most CEOs Hiring managers recruiters and interviewers all wrestle with how to source candidates interview fairly and effectively and ultimately motivate the right candidates to accept offers Yet the process is costly frustrating and often stressful or unfair to candidates Anyone who cares about building effective software teams will return to this book again and again Inside you ll find know how from some of the most insightful and experienced leaders and practitioners senior engineers recruiters entrepreneurs and hiring managers who ve built teams from early stage startups to thousand person engineering organizations The lead author of this guide Ozzie Osman previously led product engineering at Quora and teams at Google and built and sold his own startup Additional contributors include Aditya Agarwal former CTO of Dropbox Jennifer Kim former head of diversity at Lever veteran recruiters and startup founders Jose Guardado founder of Build Talent and former Y Combinator and Aline Lerner CEO of Interviewing io and over a dozen others Recruiting and hiring can be done well in a way that has a positive impact on companies employees and every candidate With the right foundations and practice teams and candidates can approach a stressful and difficult process with knowledge and confidence Ask your employer if you can expense this book it s one of the highest leverage investments they can make in your team **The Yellowstone National**

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