# Looking for Developers? (also works for team members in general)

## First and most important – CMU CS students can design websites in their sleep and so pitching to them to do your website or backend may not be very exciting or challenging to them. Those that have successfully recruited developers first sell their vision (e.g. to be part of the next Google or Facebook, or change the world, or just getting to work on a really cool or super challenging). Once you’ve done that, here are some points of emphasis during your recruiting efforts. – Working on a startup can make the difference in getting their top-job choices; Employers look for signs of innovation in their new-hires, so working on a startup will stand out on their resume. – They will be ‘at the table’ as part of a small partnership and get exposed to many aspects of business—marketing, finance, customer research, product development, etc.—not just technical discussions. – Their ideas and opinions will be sought. They won’t just be taking instructions and spitting out code like code-monkeys.

1. Come to CONNECTS events and pitch your idea during the ‘pitch-and-connect’ time at the beginning of every CONNECTS event. This is where you can hopefully find someone in attendance interested in your idea. (You don’t have to stay for the rest of the event.)
2. Post your position on CMU and/or Pitt’s Handshake. You’ll have to register as an employer with your company’s email (ceo@example.com). It’s free and students check it regularly. Paid is best, but It’s okay to list as unpaid or project-based—students respond to these as well.
3. Send a brief write-up of your company and what you are looking for to the heads of the Undergraduate Entrepreneurship Association (UEA) and/or the Graduate Entrepreneurship Club (GEC) and they’ll forward it on to their members. [Note: Response varies]
4. eBIZ professors and other professors solicit business ideas that need development for class projects. Kit will send info to PROBES via email (in early Spring).
5. Craigslist – this has been very productive for a couple of our PROBES. However, be aware that these will not be students and generally expect to be paid.
6. Contact Katie Cassarly [katiecassarly@cmu.edu](mailto:katiecassarly@cmu.edu), Asst. Director of Career Services for the Heinz MSIM program or Kevin Collins for SCS Career Services (kevinc@andrew.cmu.edu).
7. Contact Marta Dalton ([mdepaul@gmail.com)](mailto:mdepaul@gmail.com)), who runs Pittsburgh TechMeetUp, and she can forward to her membership (must be a paid position).
8. If you company is less than 6 years old, ask for a table at the Startup Job Fair. (Moved to Spring). Paid, unpaid, part-time, full-time, internships, or just project-based – in tech, business, marketing, sales, design, engineering, etc.
9. Sponsor (or visit) one of the campus Hackathons organized by ScottyLabs and the GEC/UEA. Very modest fees – food and some supplies. You can give a pitch about your business and get to see some of the students in action that may be interested in your business or even get your MVP built.
10. Participate in various Hackathons around Pittsburgh. A couple of our PROBES got their MVP built this way and was able to start doing market testing this way.
11. You can post the job listing on jazz.co (there is a 30-day free trial. Pricing after that is fairly $$$)
12. Ask SCS faculty teaching courses on the talent you are looking for if you can come at the start of the class and pitch the position. Have info in writing that you can post or leave behind.
13. NETWORK! Network, network, network. The most successful recruiters have tried many of the above, but talking to lots of people is the best method for success.
14. Use the Swartz Center Startup Job Opportunities site [here](https://www.cmu.edu/swartz-center-for-entrepreneurship/get-involved/startup-job-opportunities.html).9