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## **Black Belt in Tech Recruiting**

Do you know your front end development from your back end development? Would you be able to explain the difference between SaaS, IaaS and PaaS? If you're looking for and speaking to developers on a daily basis it's good to know what you're talking about!

# Black Belt in Tech Recruiting Certification

**“This is a complete training program to teach recruiters, sourcers and HR professionals everything they need to know in order to better understand, assess and evaluate tech candidates.”**



**By the end of this program, you will have the confidence to understand and discuss:**



## **The IT Landscape and Emerging Trends**

What are the current pressing issues for the IT department? What are the emerging technologies that are about to make an impact? You will have complete confidence when interacting with IT professional at all levels; driving thought-provoking questions and lending your external voice to their world.



## **Key IT Frameworks and Terminologies**

Do you know your Ruby from your R? Your BYO from your BYOD? ;-) You will gain a solid understanding of key IT concepts, programming languages, frameworks and terminologies, explained to you in plain English and with some much needed humour! Many of the terms, acronyms and jargon found on profiles and job specs will finally start to make complete sense.



## **The Roles, Systems and Mechanics of IT**

Who does what and why in the typical IT department? You will finally learn the difference between a Business Analyst, Technical Architect and UX Designer. In addition, you will gain an appreciation of the various approaches to building IT systems such as Waterfall, Agile and DevOps; and understand the interplay between the roles and how recruitment needs to be adjusted for each scenario.



## **How to Increase Your Credibility**

How do you stand out as a peer amongst your candidates? Credibility comes from having both the knowledge and passion to engage your candidates at their level. You will learn how to build your credibility amongst your candidates, enabling you to better reach and engage with great tech talent.

**“everything you need to better understand, assess and evaluate tech candidates...”**

# What our Black Belt in Tech Recruiting covers:

## Introduction to Tech Recruiter



Ayub Shaikh, MD of Holistica Consulting Ltd. and author of 'The IT Recruitment Survival Guide' (a handbook for HR and IT recruiters), welcomes you to the course and explains what you will be learning over the course of your training, as well as the main benefits you can expect from this course.

### What's covered?:

- Introduction to your trainer
- About the course
- What we will cover and how to approach it

## The Evolution of Corporate Networks



The concepts that are borne out of the problems of today invariably arise within the context of the past. This is not a history lesson, but a key tool to understanding why the IT landscape finds itself where it is today.

### What's covered?:

- The evolution of IT
- Corporate hardware
- Corporate infrastructure
- Corporate software

## Recruiting Software Developers



This mission will help you develop a comprehensive understanding of key tech concepts, programs and programming languages.

### What's covered?:

- Software Development basics
- Breaking down the structure of Application Software
- An introduction to programming languages
- The world of front end and back end development
- Web Development

## Recruiting Database Developers



This is an invaluable mission for those involved in recruiting database developers and database administrators and takes your understanding right from the history of databases through the fundamentals of database design, queries, SQL and even Codd's 13 rules.

### What's covered?:

- An introduction to Data warehousing and Big Data
- SQL
- Database roles and database concepts

## Key IT Projects, Transformation & Change



To give you an appreciation of why certain project types are on the rise, this mission goes into the strategic reasons why there will always be a need for systems integration and/or systems migration, and explains the technologies and skillsets involved in each. Here you will also find an in-depth explanation of the entire Cloud phenomenon and associated technologies, as well as the imminent advent of modern trends such as BYOD.

### What's covered?:

- Systems integration
- Virtualization
- Off-shoring

## An Overview of the IT Department



This mission is pure gold for anyone involved in IT recruitment and HR. All of the key IT roles will be explained, along with a breakdown of the waterfall model.

### What's covered?:

- Understanding why Agile and Dev Ops are on the rise
- The IT Department and the IT Project Lifecycle

## What our Black Belt in Tech Recruiting covers (continued):

### Bringing it All Together



Well done! You've made it this far. You're already there in terms of knowledge, but now it's time to apply everything you've learned to your role. Ayub's advice from years in the industry will help you make the first step of your journey as a fully-fledged Tech Recruiter.

**What's covered?:**

- Key tips and tricks
- Applying what you've learned to your role

To sign up today or find out more information contact our sales team:

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