

# *Recruiting Software Testers*

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Cem Kaner, J.D., Ph.D., ASQ-CQE  
kaner@kaner.com

Quality Assurance Institute  
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For more detail, please see my paper,  
“Recruiting Software Testers,” in the Proceedings.

# *Diversity is Essential*

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- Diversity is essential. We need:
  - subject matter experts
  - programmers
  - testers, test planners
  - project managers, writers
- Standard credentials are not the answer
  - An example: Staffing for a financial application

# *Diversity is Essential*

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- The notion of “opportunity hires”
  - People who provide mutual opportunities: special skills, special deals
    - Temporary assignment to testing
    - Family commitments
    - Training
- A well-run consensus based hiring process strongly supports flexible hiring.

# *Behavioral Interviewing*

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- The general principle:
  - The goal of the interview is to predict how the candidate will behave if she joins your group. The interview provides a sample of her behavior.
- You can achieve this by
  - questioning
  - examining work samples
  - testing, and
  - setting up several situations for the candidate to respond to.

# *Behavioral Interviewing*

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- Questioning
  - Closed vs. open ended questions
  - Factual vs. opinion questions
  - Hypothetical vs. behavioral questions
- Work samples
  - The problem of confidential documents

# *Behavioral Interviewing*

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- Testing
  - Puzzles
  - Test cases
  - A testing / training exercise
  - Bug reports
  - The colloquium
- Debating
- Other opportunities to see behavior

# *The Myers Test Case*

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- The program reads three integer values from a card. The three values are interpreted as representing the lengths of the sides of a triangle. The program prints a message that states whether the triangle is scalene, isosceles, or equilateral.
- *Write a set of test cases that would adequately test this program.*

# *The Training Exercise*

