Recruiting Software Testers

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For more detail, please see my paper, “Recruiting Software Testers,” in the Proceedings.
Diversity is Essential

• 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

- 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

• 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

• Questioning
  – Closed vs. open-ended questions
  – Factual vs. opinion questions
  – Hypothetical vs. behavioral questions

• Work samples
  – The problem of confidential documents
Behavioral Interviewing

• Testing
  – Puzzles
  – Test cases
  – A testing / training exercise
  – Bug reports
  – The colloquium

• Debating

• Other opportunities to see behavior
The Myers Test Case

• 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

File1
File2
File3

File4

OK