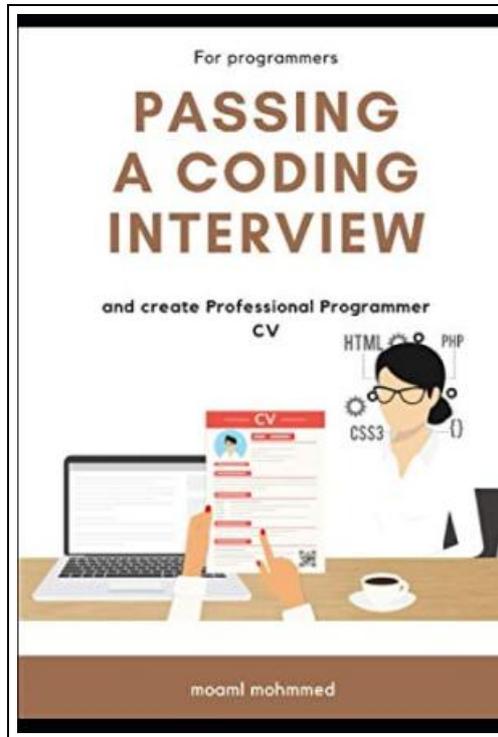


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Professional Programmer CV We walked out of the hiring meeting frustrated, again. Of the ten "passable" candidates were reviewed that day, none would receive offers. Were we being too harsh, we wondered?, in particular, was disappointed. We had rejected one of my candidates. A former student. One who I had referred. He had a 3.73 GPA from the University of Washington, one of the best computer science schools in the world, and had done extensive work on open source projects. He was energetic. He was creative. He worked hard. He was sharp. He was a true geek, in all the best ways. But, I had to agree with the rest of the committee: the data wasn't there. Even if my emphatic recommendation would sway them to reconsider, he would surely get rejected in the later stages of the hiring process. There were just too many red flags. Though the interviewers generally believed that he was quite intelligent, he had struggled to develop good algorithms. Most successful candidates could fly through the first question, which was a twist on a well known problem, but he struggled to develop his algorithm. When he came up with one, he failed to consider solutions that optimized for other scenarios. Finally, when he began coding, he flew through the code with an initial solution, but it was riddled with mistakes that he then failed to catch. Though he wasn't the worst candidate we'd seen by any measure, he was far from meeting "the bar." Rejected. When he asked for feedback over the phone a couple of weeks later, I struggled with what to tell him. Be smarter? No, I knew he was brilliant. Be a better coder? No, his skills were on-par with some of the best I'd seen. Like many motivated candidates, he had prepared...

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