

Companion template for the official *friso.lol* guide on hiring. See blog post here: <https://friso.lol/the-official-frisolol-guide-to-hiring.html>

General notes:

- Stick to 3 pages max (prefer 2).
  - Avoid jargon specific to the business that may exclude otherwise capable candidates.
  - Refrain from unnecessary buzzwords (e.g. just say *our core product team operates in two week sprint cycles and values meaningful retrospectives*; no mention of SCRUM, Agile [as a noun], devops, whatever).
  - Write for inclusion, not exclusion.
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## About Us

Concisely explain in terms that your mother would understand what your business does, and why this is an important thing to exist in this world. Motivate why your business is growing and what great future lies ahead of anyone who becomes part of the mission. Make it clear what you provide to the market and how you make money doing so.

## About the Role

Explain in absolute and tangible terms what the impact of successfully fulfilling this role will be. Who benefits from this work? Which use case do you solve? How will you improve the lives of people or businesses?

Highlight with which other roles this role will interact on a day to day basis. How the candidate will collaborate. What activities they can expect to be part of. Finally, describe the scope of responsibility of the role / team that this role is part of.

## About You

Iterate the fundamental skills that are required for this role. Not tools or techniques that ideally should be mastered. For example: if you are hiring for a Data Scientist, they will probably need to work with Python and some popular machine learning libraries such as scikit-learn, but the skills that you care about are *math*, *statistics*, and *programming*, which are more fundamental.

Iterate other traits that an ideal candidate will show, including anything related to culture, way of working, etc.

## Good to Know

Outline the basics of how your business works, attacks certain problems, and what day to day life looks like. A candidate should be able to use this section as a sanity check to see

whether the company is right for them based on culture, previously chosen solutions, team size, etc..

This is also the section where you share your current tech stack.

## Benefits

Emphasise the great stuff you offer.

## Contact Us

List a direct point of contact for the hiring manager here (email suffices) as well as a link to the application form / careers site.